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Meeting Information

SWCTE and Its Programs
Presented by
Aaron Anderson, CTE
Director

October 12, 2023
8:15 am Doors Open
8:30 am Chapter Meeting &
Presentation / Tour



Meeting Location:

SWCTE
271 34th Street West, Dickinson
Bravera Community Classroom
Building B

<http://ndsahra.shrm.org>

SAHRA to Visit SWCTE

Aaron Anderson has served as the Career and Technical Education Director for SWCTE and Dickinson Public Schools since 2021. Previous to his role in Dickinson, he was a supervisor for the ND Department of CTE that had him working with high school, college and adult training programs around the state and region. He is an educator by trade that is committed to providing students opportunities to explore careers and find their passion here in SW ND.

Aaron will provide of an overview and tour of the SWCTE campus and discuss how they are helping to prepare the next generation of workforce for SW ND.

Objectives:

- Understanding workforce needs in SW ND.
- Discover how SWCTE is addressing short-term and long-term employment needs for various industries.

SPECIAL LOCATION!

SWCTE

271 34th Street West, Dickinson
Bravera Community Classroom - Building B
Park in the large parking lot outside of Building B
and use the main entrance to the building.

Zoom will be available, but we encourage you to attend in person so you can participate in the tour. ▪



Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or abaranko@bravera.bank . ▪



Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



Society for Human Resource Management

1800 Duke Street
 Alexandria, VA 22314
 Phone: 703.543.3340
 Toll Free: 800.293.SHRM
 Email: shrm@shrm.org
 Website: www.shrm.org

Thank You!

Thank you for your contributions to this edition of the SAHRA Newsletter.

Southwest Area Human Resource Association

This newsletter is a publication of the Southwest Area Human Resource Association Chapter #0571
 PO Box 132 • Dickinson ND 58601
<http://ndsahra.shrm.org>
 Newsletter Editor: Carrie Zubke

President's Message

My oh my! The programming committee has something special in store for us this month. With focus on workforce development, the October meeting will be held at Southwest Area Career Technical Education Center in north Dickinson. This educational center provides students with opportunities to explore a wide variety of careers found throughout the communities we serve. Some of these students are provided with on-the-job training and certificates that will help prepare them for future employment. I would heavily encourage all members and guests to attend this month's meeting, you will not want to miss it!

It was great seeing everyone at the ND SHRM State Conference held this past September. This action-packed conference left attendees rejuvenated and armed with valuable information regarding employment law, talent recruitment, compassionate leadership, thriving cultures, and how to be our best self! Mark

your calendars for next year's conference held in Grand Forks on September 16-18, 2024. Register now for the best rates at ndshrm.com/stateconference.



DeEll Jordre
 SAHRA President



Treasurer's Report

Southwest Area Human Resource Assoc.
 September, 2023

New Statement Balance				\$15,884.36
Current Checks / Deposits	9/19/2023	Interest earned		\$0.13
	9/6/2023	City of Dickinson	Raffle permit	(\$25.00)
	Debit Card			
Compare to ending bank statement balance		\$15,859.49		
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
	#657 8/31/2023	NDSHRM	State Conference promotional items	(\$135.00)
	Deposit 9/29/2023	Member dues		\$40.00
BALANCE				\$15,664.49

SAHRA Board Minutes

September 7, 2023

Present: Amber Beld (virtual), Melissa Stoltz, Kim Heidt (virtual), DeEll Jordre, and Krissy Kilwein. Absent: Carrie Zubke, AJ Eslinger, Marie Bittner, Tiffany Benner, April Frank and Alyssa Baranko. Guests: None.

President Jordre called the meeting to order at 9:31 a.m.

A quorum was not available for the treasurer 's report and board minutes to be approved.

COMMITTEE REPORTS:

Program- Carrie Zubke / Committee: Suggested ideas for programming are always welcome.

Future Programs: October (SWACTE), November (Workforce Readiness), December (No meeting).

Diversity- Tiffany Benner: No report.

SHRM Certification- Alyssa Baranko: No report.

SHRM Foundation – April Frank: No report.

President Elect / Legislative Affairs: Marie Bittner – No report.

Membership- Kim Heidt: No report.

Public Relations/Technology –Krissy Kilwein: No report.

Workforce Readiness – Amber Beld: No report.

Community Relations – AJ Eslinger: Looking at the Little Food Pantry for next event.

Secretary/Treasurer- Melissa Stoltz: A new raffle permit was purchased to conduct the SHRM Foundation raffles.

President – DeEll Jordre: No report.

OLD BUSINESS:

State Board positions open for 2024: Certification Director, Director-Elect, Membership, Professional Development, Public Relations, and Secretary. Please contact April Frank or DeEll Jordre if you are interested in running for a position.

Marie is gathering the NDSHRM State Conference donation basket which will be coffee themed. Volunteer opportunities will be available at the State Conference.

2024 Open Board Position election results:

- Workforce Readiness Director – Amber Beld
- Marketing Director – Krissy Kilwein
- Diversity Director – Tiffany Benner

NEW BUSINESS:

The October 12, 2023 chapter meeting location is changed to the Southwest Area Career and Technical Education Academy (SWACTE) in the Bravera Community Classroom Building B, 271 34th St W, Dickinson. Park in the large parking lot outside of Building B and use the main entrance to the building.

(Continued on page 4)

Southwest Area Human Resource Association Board of Directors

President:

DeEll Jordre
Marathon Petroleum, Dickinson
dmjordre@marathonpetroleum.com | 701-456-6912

Past President / SHRM Foundation Director:

April Frank, PHR, SHRM-CP
FH Holdings / Home & Land Co, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

President Elect / Legislative Director:

Marie Bittner
CBIZ Benefits, Glen Ullin
marie.bittner@cbiz.com | 701-260-5964

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

Community Relations Director:

AJ Eslinger
Charbonneau Car Center
om.office@charbonneautomotors.com | 701-456-9605

Workforce Readiness Director:

Amber Beld, SHRM-CP
Dickinson
amber.beld@gmail.com

Membership Director:

Kim Heidt
Steffes, LLC, Dickinson
kheidt@steffes.com | 701-690-6686

Program Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287
Committee Members include: Joetta Percy, Marie Bittner, and Carissa Suter.

Marketing Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-502-4304

Diversity Director:

Tiffany Benner
Killdeer Mountain Manufacturing, Dickinson
tiffany.benner@kmmnet.com | 406-971-5545

SAHRA Meeting Minutes

September 7, 2023

Members Present: DeEll Jordre, Alissa Karsky, Krissy Kilwein, Carter Fong, and Melissa Stoltz. Members Via Zoom/Virtual: Amber Beld, Sierra Burgess, Dessie Calihou, John Cloutier, Shannon DeWall, Michelle Dohrmann, Alicia Erickson, Lynae Harper, Reghan Haight, Tammy Haugen, Kim Heidt, Kristy Hintz, Katrina Johnson, Chandra Klusmann, Amanda Nicklos, LeDeanna O'Shields, Danielle Parkin, Madison Pearson, Patty Riely and Brandon Sickler. Guests present: Sarah Crossingham (DSU) and Hailey Greef (DSU).

President Jordre called the meeting to order at 8:26 a.m.

President Jordre called for a motion to approve the August 11, 2023 chapter meeting minutes that were published in the September newsletter. Upon motion by Krissy Kilwein, second by Carter Fong, motion passed and was carried.

NEW MEMBERS:
None.

ANNOUNCEMENTS:
President Jordre announced that the August treasurer's report was available for review in the September newsletter. If there are any questions, please contact a Board member.

COMMITTEE REPORTS:
None.

OLD BUSINESS:
The ND State SHRM Conference will be held on September 12-14, 2023 in Bismarck. Information is available at www.ndshrm.com. Many volunteer opportunities are available.

The ND SHRM State Council has several Board of Director positions open for election in the upcoming year: Certification, Director-Elect, Membership, Professional Development, Public Relations, and Secretary. Please contact April Frank for more information or if you are interested in applying.

NEW BUSINESS:
President Jordre offered the slate of nominees for the Diversity Director (Tiffany Benner), Marketing Director (Krissy Kilwein) and Workforce Readiness Director (Amber Beld) to be elected to the 2023-2024 Board Positions. President Jordre called for nominations from the floor. With no additional nominations, Krissy Kilwein moved to cease nominations and to cast a unanimous ballot for the slate of officers. Alicia Erickson seconded the motion and the motion passed.

President Jordre announced that the 2024 Chapter Membership dues will increase to the following: SHRM members \$50/year and Non-SHRM members \$65/year.

The business meeting adjourned at 8:34 a.m.

PROGRAM: Understanding Implicit Bias – Sarah Crossingham, Asst Professor of Education (Dickinson State University) ▪

Minutes Submitted by:
Melissa Stoltz, Secretary/Treasurer
DeEll Jordre, President

SAHRA Board

(Continued from page 3)

Membership month will be held in October. Be sure to bring a guest and get your name entered for some great door prizes!

Meeting adjourned at 9:50 a.m. ▪

Submitted by:
Melissa Stoltz, Secretary/
Treasurer
Approved by: DeEll Jordre,
President

October is Membership Month!

This month we will be spoiling our members with lots of fun and prizes! All those attending in person will be eligible for one registration and if you bring a guest, you will be eligible for an additional door prize entry to win!

SHRM Foundation Raffle tickets will also be sold for a fabulous fall gift basket:

- 1 ticket for \$5
- 3 tickets for \$10
- 7 tickets for \$20





Build A Culture of Good

“

CULTURE IS HOW MOST PEOPLE FEEL, BELIEVE, AND BEHAVE MOST OF THE TIME.

GEORGE ROGERS



EEOC Cracks Down on AI Use in Hiring

Artificial intelligence ("AI") has taken the world by storm. Professors are having to warn their students not to use AI to generate research papers. Professionals are uploading new LinkedIn headshots of themselves that were created by AI rather than an actual photographer. The advancement, availability, and "user-friendliness" of AI is changing many aspects of society, including how employers conduct their hiring processes. Typically, the hiring process includes filling out an application, conducting some sort of background check, and having an interview. By involving AI, employers have found that they can streamline this process, specifically when it comes to screening applicants. However, employers should be prepared for potential discrimination actions that may arise from using AI to screen applicants.

In 2022, the Equal Employment Opportunity Commission ("EEOC") commenced a lawsuit against a tutoring company, iTutorGroup Inc., for its use of AI in violation of anti-discrimination laws. iTutorGroup hired tutors based in the United States to provide online tutoring from their homes or other remote locations. According to the EEOC's lawsuit, iTutorGroup programmed their tutor application software to automatically reject female applicants aged 55 or older and male applicants aged 60 or older. iTutorGroup rejected more than 200 qualified applicants based in the United States because of their age, which was a violation of the Age Discrimination in Employment Act ("ADEA").

In August 2023, the EEOC and iTutorGroup were able to reach a settlement, which included iTutorGroup paying \$365,000 to the applicants that were automatically rejected due to age. Additionally, the settlement decree provided for significant non-monetary relief, including extensive and continuing training, issuance of a new anti-discrimination policy, and injunctions against discriminatory hiring based on age or sex and requesting applicant's birth dates. The EEOC will be monitoring iTutorGroup's compliance with these obligations for at least the

next five years.

The Takeaway:

EEOC v. iTutorGroup, Inc., et al., was the first lawsuit brought by the EEOC for employment discrimination involving AI, but it certainly won't be the last. The EEOC has made it clear it will put significant focus on ensuring that employers are complying with anti-discrimination laws when using AI. With AI becoming more prevalent in the hiring process, it is important that employers ensure that their use of AI is in compliance with federal, state, and local laws. Employers are well advised to seek legal counsel when confronted with possible employment discrimination.



Marissa R. Cerkoney, Lawyer
Ebeltoft . Sickler . Lawyers PLLC

Our Interest in Serving You:

My law firm's goal is to give understandable information and to foster discussion about real-life issues facing human resource professionals. If we are not achieving that goal or if you would like us to address other employment law issues, please email me at mcerkoney@ndlaw.com. We promise to take your comments and ideas to heart.

Disclaimers

(Otherwise known as "the fine print")

I make a serious effort to be accurate in my writings. These articles are not exhaustive treatises, though, so do not consider them complete or authoritative. Providing this information to you does not create an attorney-client relationship with my firm or me. Do not act upon the contents of this or of any article on our homepage or consider it a replacement for professional advice.

Marissa R. Cerkoney | Lawyer
2272 Eighth Street West | Dickinson, ND 58601
701.225.LAWS (5297) tel
701.225.9650 fax ■



LESSONS IN BUSINESS

Gen Z at Work: Unveiling Leadership Traits That Click

By Debora Dragseth, P.D.

Several months ago, I wrote a column delving into Generation Z (born 1997- 2012) as they move from the educational setting to full-time careers. With the first Gen Z cohorts graduating from college around 2018, they now find themselves entering a workplace where their bosses represent a mix of Millennials, Generation X, and Baby Boomers.

As a college professor, my position allows me to closely interact with hundreds of Gen Z students every year, offering me a window into this new wave of professionals. Gen Z is creative, risk-taking, enthusiastic, entrepreneurial, and adept at team working and multitasking.

My students tell me that their relationship with their boss is imperative to their job satisfaction. It is often said that people don't leave jobs; they leave bosses. In an environment of low unemployment and increasing turnover rates, it is critical that organizations understand and adapt to the leadership preferences of Gen Z employees to create a productive work environment.

To provide employers with more insight into building a more connected, productive, and motivated workforce, I decided to take a look at what my Gen Z students truly value in their leaders. To compile a comprehensive list of positive traits, I reviewed research from institutions such as Deloitte, the Journal of Management Studies, the Sloan Management Review, and the National Institute of Health. I synthesized a list of 12 attributes that my students could consider:

- Accountability
- Communication
- Courage
- Empathy
- Flexibility
- Humility
- Integrity

- Patience
- Passion
- Positivity
- Transparency
- Vision

Among these traits, communication stood out as the undisputed champion, resonating with almost every Gen Z student in my classes.

Communication topped their list of essential leadership qualities.

Following closely were accountability as the second most valued trait, with integrity, positivity, and patience rounding out the top five.

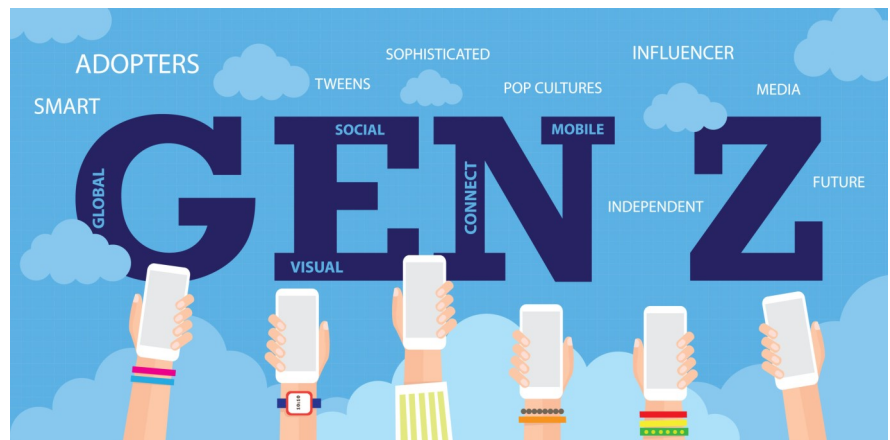
Students also emphasized the importance of leaders who are fair, trustworthy, creative, and continuous learners.

Leaders who exhibit these qualities will have an advantage in attracting and retaining Gen Z talent as they build a harmonious workplace in which every generation can thrive.

Debora Dragseth, Ph.D., is the Baker Boy Professor of Leadership at Dickinson State University. Her monthly column offers practical solutions to common workplace issues. ■



Dr. Debora Dragseth
Professor of Business Administration
Dickinson State University



2024 Board Members

First and foremost, thank you and congratulations to our board members that are entering new terms for SARHA in 2024. Your dedication to the human resource profession has not gone unnoticed and you are appreciated. Please join me in thanking our 2024 board of directors:

DeEll Jordre, President

April Frank, Past President/SHRM Foundation

Marie Bittner, President Elect/Legislative

Melissa Stoltz, Secretary-Treasurer

Alyssa Baranko, Certification

AJ Eslinger, Community Relations

Amber Beld, Workforce Readiness

Kim Heidt, Membership

Carrie Zubke, Joetta Percy, Marie Bittner, & Carissa Suter, Program Committee

Krissy Kilwein, Marketing

Tiffany Benner, Diversity

If you have an interest in supporting or are simply curious about what takes place behind the scenes, please reach out to any of the board members above. The board will be shifting direction to planning for 2024, if there is a program topic you would like to see, information shared, or feedback to give we would love to hear from you. ▪

Early Membership Renewal Drawing

If you renew your SAHRA membership for 2024 by SAHRA's regular January meeting, you will be entered into a drawing to win a \$50 Visa gift card!

2024 Rates

\$50 SHRM Members

\$65 Non- SHRM Members

NDSHRM Conference Survey

Thank you to those who attended the ND SHRM 2023 Conference in Bismarck. Please take a moment to answer the brief 7-question survey that was circulated to help the council make the conference the best possible experience for you. Didn't receive the survey link? Email hrconference@ndshrm.com so a new link can be emailed to you.

SHRM Membership Benefits: Stay On Course

Regardless of what's around the next corner, use SHRM to make the turn on all four wheels with tools, templates, guides and expert advice.

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Stay current with breaking news and timely coverage of workplace issues.

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[Templates, Guides & Tools](#)

Save time and money with customizable templates and toolkits. ▪



SHRM Re-Certification Credits Available!

Lunch & Learn

DIVERSITY, INCLUSION, & EXCEPTIONAL PERFORMANCE

FREE WORKSHOP

THURSDAY
19 OCTOBER

TIME
10:00-3:00 PM (MDT)

Vision™
WEST ND INC.

Vision West ND is offering a transformational workshop tailored to human resource professionals in western North Dakota. The event's central theme revolves around the pressing issue of cultural inclusion in the modern workplace. Jeffon Seely, one of the world's most transformational speakers on Diversity & Inclusion, Mindfulness, and 21st Century Leadership will lead attendees through a deliberate process to teach participants how to create an environment of inclusivity in the workplace. Seely's presentation promises to highlight invaluable insights into fostering self-mastery as it relates to influencing others in valuing and accepting differences in people.

With our local communities becoming increasingly diverse, the importance of cultural inclusion in the workplace is taking center stage. Seely is a renowned expert in diversity and inclusion and he is set to shed light on this vital topic and provide attendees with actionable strategies to embrace and leverage cultural diversity for organizational success.

REGISTER NOW
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DIVERSITY & INCLUSION, MINDFULNESS,
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STARK COUNTY
VETERANS MEMORIAL
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lydia@dlnc consulting.com

More Information
701.483.2801

SHRM Re-Certification Credits Available!

Lunch & Learn

FREE WORKSHOP

VISION
WEST ND INC.

WEDNESDAY
18 OCTOBER

TIME
10:00 TO 3:00 PM (CDT)

VISION
WEST ND INC.

Learn
DIVERSITY, INCLUSION, & EXCEPTIONAL PERFORMANCE

Vision West ND is offering a transformational workshop tailored to human resource professionals in western North Dakota. The event's central theme revolves around the pressing issue of cultural inclusion in the modern workplace. Jeffon Seely, one of the world's most transformational speakers on Diversity & Inclusion, Mindfulness, and 21st Century Leadership will lead attendees through a deliberate process to teach participants how to create an environment of inclusivity in the workplace. Seely's presentation promises to highlight invaluable insights into fostering self-mastery as it relates to influencing others in valuing and accepting differences in people.

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TRAIN ND-NW
415 22ND AVE NE | WILLISTON ND

lydia@dlnconsulting.com

More Information
701.483.2801

1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
3. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
4. Bittner, Marie*-CBIZ Benefits, Glen Ullin
5. Braunberger, Brooke-Watford City Park District
6. Burgess, Sierra*-Therapy Solutions, Dickinson
7. Calihou, Dessie*-Dunn County, Manning
8. Camisa, Joe-Bismarck State College, Bismarck
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
11. DeWall, Shannon-Baker Boy, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ebach, Katelyn, SHRM-CP-ESRI, Dickinson
14. Enney, Justin*-Killdeer Mountain Manufacturing, Dickinson
15. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
16. Eslinger, AJ*-Charbonneau Car Center, Dickinson
17. Exon, Amber-McKenzie County Healthcare Systems, Watford City
18. Fetch, Cindy – Southwest Water Authority, Dickinson
19. Fong, Carter-Dickinson Chamber of Commerce
20. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
21. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
22. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
23. Hanson, Shelly*-Fisher Industries, Dickinson
24. Harper, Lynae, SHRM-CP-Chord Energy
25. Haugen, Tammy-Marathon Petroleum, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixom Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
30. Howe, Rebecca*, SHRM-SPC, SPHR–Savanna Well Servicing, Dickinson
31. Jenkin, Jackie- Dickinson
32. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Katrina, PHR*-Baker Boy, Dickinson
34. Johnson, Mackenna-Baker Boy, Dickinson
35. Jordre, DeEll*- Marathon Petroleum, Dickinson
36. Karsky, Alissa*-Ironworks, Dickinson
37. Kaufman, Tanner*-Fisher Sand & Gravel, Dickinson
38. Keller, Chantel-Braun Distributing, Dickinson
39. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
40. Klusmann, Chandra-Steffes, Dickinson
41. Kovash, Aimee-Job Service, Dickinson
42. Lantz, Nancy - Southwestern District Health Unit, Dickinson
43. Matthews, Libby*-Dickinson Ready Mix, Dickinson
44. McCoy, Mariel-Baranko Companies, Dickinson
45. Messer, Jennefer, SHRM-SCP*, Dickinson
46. Michael, Sara*-Theodore Roosevelt Medora Foundation, Medora
47. Murray, Jen*-Southwest Water Authority, Dickinson
48. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
49. Nicklos, Amanda-Steffes, LLC, Dickinson
50. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
51. Oase, Matt*-City of Killdeer
52. Parkin, Dannielle-TMI, Dickinson
53. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
54. Pearson, Madison-Steffes, Dickinson
55. Peterson, Rachel*-Fisher Industries, Dickinson
56. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
57. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
58. Riely, Patty-Dickinson Parks & Recreation, Dickinson
59. Rubke, Pete-Vocational Rehabilitation, Dickinson
60. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
61. Stoltz, Melissa, SHRM-SCP*, Dickinson
62. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
63. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
64. Swanson, Ashley*-Steffes, LLC, Dickinson
65. Torgerson, Natalie*-City of Dickinson
66. Tysver, Danita - Stark County Development, Dickinson
67. Wallace, Sarah*- Wallace Business Services, Dickinson
68. Zubke, Carrie, SPHR, SHRM-SCP*,- Bravera Holdings Corp, Dickinson

* - indicates SHRM National Membership

PHR indicates HRCI's Professional in Human Resources certification

SPHR indicates HRCI's Senior Professional in Human Resources certification

SHRM-CP indicates SHRM's Certified Professional certification

SHRM-SCP indicates SHRM's Senior Certified Professional certification