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September Meeting Information

Employment Projections and Trends

Presented by Cassandra Wirth,
Economist with the US Bureau of
Labor Statistics

September 12, 2019
11:30 am MT
Lady J's Restaurant & Catering

September Celebration!

The Southwest Area Human Resource Association welcomes Cassandra Wirth, an Economist with the U.S. Bureau of Labor Statistics, to our September meeting and chapter anniversary celebration.

Cassandra's presentation will be "Employment Projects and Trends." As a member of the Midwest Economic Analysis and Information Unit, Cassandra is involved with data analysis and outreach for the Bureau in the 10-state Midwest region. Through innovation and interactions with the press, researchers, business organizations, and the general public, she promotes a better understanding of BLS data and its potential impact on day-to-day life. Cassandra has been with BLS since 2000. She received her B.S. in Economics in 1998 and her M.S. in Economics in 2006, both from Iowa State University. The key learning objectives of the presentation are:

- learn about which industries and occupations are projected to become increasingly important, or at risk
- learn about wage trends locally and overall, particularly for occupations of high local import or future growth
- learn about local unemployment experience as compared to other areas, for how it might impact employment efforts
- learn about what businesses are reporting as requirements to hire into particular occupations, and the physical/environmental/cognitive needs that can be used to help place workers with varying degrees of disability

Prior to the presentation, we will be recognizing SAHRA's 20th anniversary as a professional chapter by introducing our Founding Officers and Charter Members. ■

Are You Attending SAHRA in September?

Please RSVP for the meeting by clicking: <https://ndsahra.shrm.org/forms/event-registration-september-2019-anniversary-celebration>. This month's lunch menu includes: Italian Chicken Breast, Rice, Vegetable, Cupcake, and Iced Tea for \$12 per person including tax and tip. Credit card or cash accepted with advance RSVP; no checks please. ■



RSVP is due Tuesday, September 10, 2019!

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

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 Alexandria, VA 22314
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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



The best part of learning is sharing what you know.

-Vaughn K. Lauer

Treasurer's Report

Southwest Area Human Resource Assoc
 August, 2019

New Statement				\$14,837.00
Current Checks /		Interest		\$0.11
	8/9/2019	Lady J's	Speaker meal	(\$14.00)
	8/12/2019	April Frank	Speaker meals and	(\$61.00)
Compare to ending bank statement balance		\$14,762.11		
Outstanding Checks / Deposits		n/a		
TOTAL:				\$14,762.11

SAHRA Board Minutes

August 8, 2019

Present: DeEll Jordre, Lynae Harper, Carissa Suter, Kathleen Obritsch, April Frank and Krissy Kilwein. Absent: Sarita Haag, Amanda Pearson, Melissa Stoltz, Alison Johnson and Carrie Zubke.

President Carissa Suter called the meeting to order.

Kathy Obritsch motioned to approve the July treasurer's report. Melissa Stoltz seconded. Motion carried.

Lynae Harper motioned to approve the July board minutes, Kathy Obritsch seconded. Motion carried.

Newsletter: The August newsletter was posted on the website and an email notification was sent to all registered members.

COMMITTEE REPORTS:

Program-Lynae Harper: Board discussed upcoming tentative programs:
 August- Diversity and Inclusion
 September- Bureau of Labor Statistics
 October- ND Job Service (Cost of Living, Wages, etc)
 November- Legal
 December- Member Social

Diversity-Alison Johnson: Alison has identified a speaker from DSU to present on diversity, working on confirming dates for this presentation.

Certification-Carrie Zubke: No report.

Foundation-Sarita Haag: No report.

Membership-Melissa Stoltz: One new member to vote in at the membership meeting- Kim Volk, Fisher Industries.

Public Affairs/Technology- Krissy Kilwein: No report.

Workforce Readiness-Kathleen Obritsch: No report.

Community Relations- Amanda Pearson: No report.

Secretary/Treasurer- DeEll Jordre: No report.

OLD BUSINESS:

Board discussed upcoming anniversary celebration. Board discussed charging attendees for the noon luncheon and anniversary celebration. Payment will be collected at the door, \$12.00 members, \$15.00 for all guests. The Chamber will be present to hold a ribbon cutting ceremony after the meeting. DeEll will contact the Dickinson Press to see if they would be willing to help showcase this commemorative year.

Melissa made the motion to invite, recognize, and purchase meals for all founding officers and 1st board of officers. Krissy seconded motion carried. Board to work on contacting these individuals.

Blankets (50ct) have been ordered

(Continued on page 4)

Southwest Area Human Resource Association Board of Directors

President:

Carissa Suter, SHRM-CP
 McKenzie Electric Cooperative, Watford City
 csuter@mckenzieelectric.com | 701-870-4110

Past President / SHRM Foundation Director:

Sarita Haag
 Continental Resources, Inc., Dickinson
 sarita.haag@clr.com | 701-764-6582

President Elect / Legislative Director:

April Frank, PHR, SHRM-CP
 Dry Bulk Rentals, LLC, Dickinson
 aprilhouseholder@yahoo.com | 701-590-2900

Secretary-Treasurer:

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

Certification Director:

Carrie Zubke, SPHR, SHRM-SCP
 American Bancor, Ltd., Dickinson
 czubke@weareamerican.com | 701-483-3287

Community Relations Director:

Amanda Pearson, SHRM-CP
 Patterson-UTI Drilling Company, Dickinson
 amanda.pearson@patenergy.com | 701-260-2852

Diversity Director:

Alison Johnson
 MHA Nation / Three Affiliated Tribes, New Town
 alisonmjohnson33@gmail.com

Membership Director:

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

Program Director:

Lynae Harper, SHRM-CP
 Whiting Oil and Gas, Dickinson
 lynae.harper@whiting.com

Public Relations / Technology Director:

Krissy Kilwein
 Dickinson State University, Dickinson
 krissy.kilwein@dickinsonstate.edu | 701-483-2530

Workforce Readiness Director:

Kathleen Obritsch
 Dickinson State University, Dickinson
 kathleen.obritsch@dickinsonstate.edu | 701-483-2541

SAHRA Meeting Minutes

August 8, 2019

Present: Krissy Kilwein, Rosie Jahner, Aimee Kovash, Lynae Harper, DeEll Jordre, Carissa Suter, April Frank, Kathleen Obritsch, Melissa Stoltz, Amber Beld, Susan Lengowski, Marie Bittner, Allison Engelhart.

Carissa Suter called the meeting to order and welcomed all guests.

The chapter meeting minutes from July were included in the August newsletter. A motion to approve the minutes was made by Marie Bittner. Seconded by Aimee Kovash. Motion passed.

The treasurer's report for July was included in the monthly newsletter.

Melissa made a motion to approve a new member application from Kim Volk from Fisher Industries. Kathy Obritsch seconded. Motion carried.

ND State HR Conference will be held in Grand Forks this year on September 17-19th.

The Chamber of Commerce is looking for an HR professional to sit on their Professional Development Committee to assist with programing for Eggs n' Issues.

COMMITTEE REPORTS:
No reports discussed.

OLD BUSINESS:
No old business was discussed.

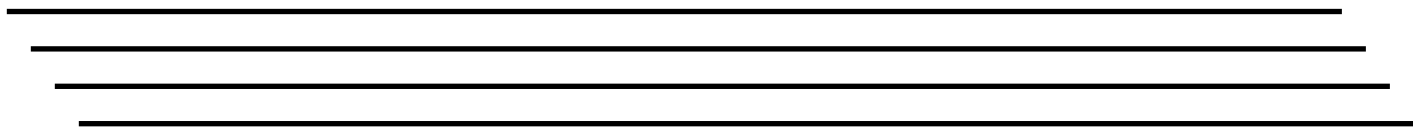
NEW BUSINESS:
No new business was discussed.

PROGRAM:
Diversity and Inclusion- Wynter Miller with Dickinson State University

The meeting adjourned. ■

Minutes submitted by:
DeEll Jordre – Secretary/Treasurer

Approved by:
Carissa Suter- President



SAHRA Board Minutes

(Continued from page 3)

through Logo Magic and should be here by the September meeting. Board discussed options of selling to members.

NEW BUSINESS:

April provided a recap on the meeting she had with the Chamber of Commerce. Indicated that the Chamber is looking for an HR professional to sit on the Professional Development Committee to

assist with planning for the Eggs n' Issues events.

April also added that she has set up a meeting on August 9th with Dickinson State University to continue to build relationships with the local college students.

Board discussed upcoming open board positions and those up for election.

Board agreed to hold a planning meeting in

October to discuss the upcoming 2020 year.

Meeting adjourned. ■

Submitted by:
DeEll Jordre, Secretary/Treasurer

Approved by:
Carissa Suter, President

GRAND

PEOPLE
PLACES
OPPORTUNITIES

ND Workforce & HR Conference

September 17-19, 2019 | Grand Forks, ND

<https://ndshrm.com/#>

SHRM Foundation Raffle

Mega Wine Basket!

Our SAHRA Board of Directors are each donating a bottle of wine for our Mega Wine Basket this month. Tickets are: 1 ticket for \$5, 3 tickets for \$10, or 20 tickets for \$20. Drawing to be held September 12, 2019 at the SAHRA meeting. Thank you for your support of the SHRM Foundation! *Permit #19-31*



If you or your business would be interested in donating an item for the SHRM Foundation Fundraiser, please contact: Sarita Haag, SAHRA Past President / Foundation Director.



Any Students Attending State Conference?

If you are a student member and are interested in attending the Workforce & HR Conference in Grand Forks on September 17-19, 2019, use the promo code STUDENT to reduce the cost of the conference to \$50!

<https://ndshrm.com/state-conference/>

Take a Look at What Employees Want

What are today's employees looking for from their employers? *The Economic Times* surveyed more than 700 employers to find out what attracts recruits. Among the findings:

Flexible schedules	50%
Compressed workweek	40%
Workplace ambience	5%
Telecommuting	5%

Top factors for choosing an employer:

Work/life balance	60%
Culture and atmosphere	15%
Employer brand	10%
Salary	10%
Location	5% ■



Congratulations SAHRA! On 9/9/99, a small group of Human Resource professionals in the Dickinson area officially chartered the Southwest Area Human Resource Association Chapter #0571 of the Society for Human Resource Management. This year we celebrate 20 years! Our Chapter has celebrated many milestones over the years, including being recognized as a SHRM Pinnacle Award winner along with SHRM Foundation Chapter Champion awards, Superior Merit awards, SHRM Excel awards, and SHRM Membership Superstar awards. We have much to be proud of! Join us for a special anniversary celebration at our September meeting!

◆◆ 20th Anniversary Celebration ◆◆

Thursday, September 12, 2019

11:30 am Lunch & Chapter Meeting

1:00 pm program featuring

Cassandra Wirth, Economist

US Bureau of Labor & Statistics

Southwest Area Human Resource Association

Chartered 9/9/1999

Founding Officers

President	Cal Kolling
President-Elect	Carrie Zubke
Government Affairs	Todd Tavis
Sec/Treasurer	Gail Ebeltoft
Membership	Karen Lewis
Program	Gerald Unruh
Public Relations	Sue Roller

Charter Members

1. Gaylon Baker, Stark Development
2. Jeanette Berger, St Joseph's Hospital
3. Gail Ebeltoft, Dickinson State University
4. Connie Fichter, St. Joseph's Hospital
5. Jan Hillyard, Killdeer Mountain Manufacturing
6. Sheila Holgard, Vocational Rehabilitation
7. Doug Jilek, TMI
8. Keith Kilber, Job Service
9. Cal Kolling, TMI
10. Karen Lewis, Kadrmas, Lee & Jackson
11. Lorna O'Conner, Able, Inc.
12. Bryan Personne, Consolidated
13. Sherry Plummer, Pump Systems, Inc.
14. Sue Roller, Baker Boy
15. Greg Sund, City of Dickinson
16. Todd Tavis, Fisher Industries
17. Gerald Unruh, Baker Boy
18. Carrie Zubke, Steffes Corporation

1. Anderson, Mary-ABLE, Inc., Dickinson
2. Baranko, Alyssa-Dakota Gasification Company, Beulah
3. Beaudoin, Leann-Southwest Water Authority, Dickinson
4. Beld, Amber- Baker Boy, Dickinson
5. Benner, Tiffany-Steffes Corporation, Dickinson
6. Bittner, Marie-CBIZ Benefits, Glen Ullin
7. Cloutier, Jon*-St Luke's Nursing Home, Dickinson
8. Coleman, Kristen—Titan Energy Services, Dickinson
9. Cook, Lindsey, SHRM-CP*, PHR- Creek Energy Services, Dickinson
10. Dennis, Chris-Keane Group, LLC, Dickinson
11. Dunn, Kari - American Bank Center, Dickinson
12. Engelhart, Allison-Southwest Healthcare Services, Bowman
13. Fetch, Cindy – Southwest Water Authority, Dickinson
14. Fox, Etta-Sax Motor Co., Dickinson
15. Frank, April, SHRM-CP, PHR* - Dry Bulk Rentals, LLC, Dickinson
16. Fried, Tera-West River Health Services, Hettinger
17. Guetzkow, Heidi-First National Bank & Trust, Williston
18. Haag, Sarita*-Continental Resources, Inc., Killdeer
19. Hanson, Shelly* - Fisher Industries, Dickinson
20. Harper, Lynae, SHRM-CP*-Whiting Oil & Gas, Dickinson
21. Haugen, Tammy-Marathon Petroleum, Dickinson
22. Honcharenko, Vicky-American Bancor, Ltd., Dickinson
23. Howe, Rebecca, SPHR, SHRM-SCP*- Titan Energy Services, Dickinson
24. Huber, Ali-City of Dickinson
25. Huizenga, Dave-Train ND, Bismarck
26. Jahner, Rosie-ABLE, Inc., Dickinson
27. Jahner, Zach - Baker Boy, Dickinson
28. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
29. Johnson, Alison– MHA Nation / Three Affiliated Tribes, New Town
30. Jordre, DeEll* - Marathon Petroleum, Dickinson
31. Kilwein, Krissy*-Dickinson State University, Dickinson
32. Kovash, Aimee - Job Service North Dakota, Dickinson
33. Krebs, Linda, SHRM-CP*-Stark County, Dickinson
34. Lantz, Nancy - Southwestern District Health Unit, Dickinson
35. Lengowski, Susan*- St. Benedict's Health Center, Dickinson
36. Lorge, Dorene, SHRM-CP*-Dakota Western Bank, Bowman
37. Mann, Allison-Ebeltoft . Sickler . Lawyers, Dickinson
38. Massad, Mary*- SW Water Authority, Dickinson
39. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
40. Murtha, Janilyn, SHRM-SCP*–City of Dickinson, ND
41. Nameniuk, Shelly*- City of Dickinson, ND
42. Oase, Matt*-City of Killdeer, ND
43. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
44. Olson, Hanna-Baker Boy, Dickinson
45. Pavlicek, Pam, PHR - Southwest Grain, Dickinson
46. Pearson, Amanda, SHRM-CP*-Patterson-UTI Drilling Company, Dickinson
47. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
48. Simonieg, Alexandra-Keane Group, LLC, Dickinson
49. Stoltz, Melissa, SHRM-SCP*- Dickinson
50. Suter, Carissa*-SHRM-CP, McKenzie Electric Cooperative, Watford City
51. Turner, Sara-Dickinson Parks & Recreation, Dickinson
52. Tysver, Danita - Stark County Development, Dickinson
53. Vollmer, Sara-Train ND, Bismarck
54. Working, Suzanne-White Owl Energy Services, Dickinson
55. Zubke, Carrie, SPHR, SHRM-SCP*- American Bancor, Ltd., 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