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September Meeting Information

Understanding Implicit Bias
Presented by Sarah
Crossingham, Asst Professor of
Education at Dickinson State
University

September 7, 2023
8:15 am Doors Open
8:30 am Chapter Meeting &
Presentation



Meeting Location:
NDSU Extension Service Office
2680 Empire Road, Dickinson
(North of Sanford Clinic)
Enter Door C / South Side

<http://ndsahra.shrm.org>

DSU's Sarah Crossingham Joins SAHRA for Diversity Discussion

Sarah Crossingham, Assistant Professor of Education with Dickinson State University, will be our presenter for SAHRA's September meeting. This is Sarah's twelfth year teaching in education. She completed her first year of undergrad at Jamestown College and then transferred to Dickinson State University where she graduated with a Bachelor of Science Composite Social Science and Secondary Education. She was honored by winning the Gilder Lehrman North Dakota History Teacher of the Year. In the fall of 2019, she graduated from North Dakota State University with a graduate degree of Educational Leadership. She is currently teaching a variety of courses in the School of Education at DSU.



In this interactive lesson, you'll explore the extent to which society (and you yourselves!) may discriminate based on factors you're not even aware of, implicit biases. Why haven't laws been enough to eliminate discrimination? After all, most Americans oppose explicit discrimination based on race, nationality, gender, or religion. American ideals of equal opportunity are enshrined in the U.S. Constitution and reinforced by laws like the Civil Rights Act and Title IX. Yet, women and minorities continue to experience inequity in employment, political representation, housing, law enforcement, and education. Why? One part of the answer is implicit bias. In this lesson, you'll learn what implicit bias is, how it influences your own thinking, and how its impact can be minimized.

Please join us for our next meeting on Thursday, September 7, 2023. **NOTE: We are meeting the first Thursday of September rather than the second Thursday, due to the ND State HR Conference in Bismarck.** ■

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

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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

As summer comes to an end, the SAHRA board will be shifting focus onto preparing for 2024 activities. If you would like to be a part of the action, please consider joining the board! We have three board positions open: Workforce Readiness, Marketing, and Diversity. If any of these positions are of interest for you, please reach out to Marie Bittner or myself. Elections will take place at our September board meeting.



I wanted to share with you that recently our board has been reviewing its budget and discussing ways on how to continue to provide a great experience for our members. We feel that the best way to continue to help offset the increasing costs associated with providing informative and educational programming is to increase our membership costs. The annual fee structure for 2024 will be \$50 for SHRM members and \$65 for non-SHRM members.

The board takes great pride in providing high value for its membership. With the new rate structure, we will be able to continue to provide a professional meeting space, a virtual meeting option, and monthly program offerings. If you have any questions or feedback on how we can continue to improve the value of your SAHRA membership, please feel free to reach out to one of our board members. We hope to see you at this year's ND State SHRM Conference in Bismarck! ■

DeEil Jordre
 SAHRA President

Treasurer's Report

Southwest Area Human Resource Assoc.
 August, 2023

New Statement Balance				\$15,904.22
Current Checks / Deposits		Interest earned		\$0.14
Compare to ending bank statement balance	#656 8/11/2023	St A's EAP Program	May program fee	(\$200.00)
	8/18/2023	SHRM	CFSP quarterly payment	\$180.00
Outstanding Checks / Deposits		\$15,884.36		
	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
BALANCE				\$15,784.36

SAHRA Board Minutes

August 11, 2023

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

President Jordre called the meeting to order at 9:14 a.m.

President Jordre called for a motion to approve the June treasurer's report that was published in the July newsletter. Upon motion by Alyssa Baranko, second by Tiffany Benner, motion passed and was carried.

President Jordre called for a motion to approve the July treasurer's report that was published in the August newsletter. Upon motion by Alyssa Baranko, second by Tiffany Benner, motion passed and was carried.

President Jordre called for a motion to approve the June 8, 2023 Board of Director meeting minutes that were published in the July newsletter. Upon motion by Tiffany Benner, second by Marie Bittner, motion passed and was carried. A Board meeting was not held in July.

COMMITTEE REPORTS:

Program: Carrie Zubke / Committee – Suggested ideas for programming are always welcome. Future Programs: September (Diversity-DSU), October (SWCTE tentative),

November (Workforce Readiness), December (no meeting).

Diversity: Tiffany Benner – No report.
SHRM Certification: Alyssa Baranko – No report.

SHRM Foundation: April Frank – A raffle basket will be put together for the September meeting.

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 – The DVRCCC donations were collected and delivered.

Secretary/Treasurer: Melissa Stoltz – No report.

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.

NEW BUSINESS:

Marie Bittner offered to put a basket of items together to donate on behalf of SAHRA to the NDSHRM State Conference raffle.

The NDSHRM State Council

(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@charbonneaumotors.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

August 11, 2023

Members Present: Alyssa Baranko, Tiffany Benner, Marie Bittner, April Frank, DeEll Jordre, Alissa Karsky, Jessica Kirchoffner, Aimee Kovash, Joetta Pearcy, and Carrie Zubke.

Members Via Zoom/Virtual: Sierra Burgess, Michelle Dohrmann, Cindy Fetch, Layne Hintz, Brittani Hoff, Katrina Johnson, Nancy Lantz, Mariel McCoy, Carey Paus, Cindy Reiger-Kempenich, Melissa Stoltz, Dannielle Parkin, Reghan Haight, Kristy Hintz, Chandra Klusmann, Madison Pearson, Patty Riely, and Carissa Suter

Guests present: Shelley Tidaback (Job Service ND).

President Jordre called the meeting to order at 8:21 a.m.

President Jordre called for a motion to approve the June 8, 2023 chapter meeting minutes that were published in the July newsletter. Upon motion by Carrie Zubke, second by Aimee Kovash, motion passed and was carried.

NEW MEMBERS:

None.

ANNOUNCEMENTS:

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

SHRM Spotlight - None.

COMMITTEE REPORTS: None.

OLD BUSINESS:

The ND State SHRM Conference registration is now open! It 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, Secretary. Please contact April Frank for more information or if you are interested in applying.

NEW BUSINESS:

Reminder that the September meeting will be held on September 7, 2023.

SAHRA has the following Board of Director positions open for election in the upcoming year: Workforce Readiness, Marketing and Diversity. Please contact DeEll Jordre if you are interested in having fun serving on our Board!

The business meeting adjourned at 8:25 a.m. ■

PROGRAM:

Unemployment Insurance Benefit Tips for Employers – Shelley Tidaback, Claims Center Supervisor, Job Service ND

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

SAHRA Board Minutes

(Continued from page 3)

requested all chapters to partner with them in a Membership Drive at the NDSHRM State Conference. They will be giving away koozies with targeted marketing on them to promote local chapter membership. President Jordre called for a motion to approve a \$135 expenditure towards the promotional item. Upon motion by Marie Bittner, second by Krissy Kilwein, motion passed and was carried.

President Jordre reported that the Pinnacle Award submission is due on September 1st. She will review the prior year activities to submit for the award.

SAHRA Board positions open for 2024: Workforce Readiness Director, Marketing Director and Diversity Director. Please contact DeEll Jordre if you are interested in serving on the SAHRA Board.

The Board discussed the increased costs associated with running the chapter including room rental fees, technology fees, etc. In order to continue valuable programming and sustain the chapter, increasing dues was reviewed. President Jordre called for a motion to increase SAHRA member dues as follows: SHRM Members \$50 and Non-SHRM Members \$65. Upon motion by Marie Bittner, second by Krissy Kilwein, motion passed and was carried.

Meeting adjourned at 10:20 a.m. ■

2024 SAHRA Board Elections

In September SAHRA will be holding elections for the 2024 local chapter board positions. This year we will have the following positions available:

Workforce Readiness Director
Diversity Director
Marketing Director

This is a great way to learn more about SAHRA and what SHRM has to offer, increase your networking opportunities, utilize your leadership skills, and give back! If you are interested in any one of these positions or have questions, please contact DeEll Jordre or Marie Bittner. ▪

ND SHRM Board

Ready to expand your professional network and share your talents? You are in luck! Per the ND SHRM Council bylaws, six Director positions on the board are up for election this year.

The following Director positions will be filled for a two-year term beginning January 1, 2024, and will end December 31, 2025.

- Certification Director
- Director-Elect
- Membership Director
- Professional Development Director
- Public Relations & Technology Director
- Secretary

Descriptions of the positions can be found on the [ND SHRM website](#).

Interested individuals (including incumbents*) should complete the [2024 Board Position Application](#) and submit a resume to April at aprilfrank@ndshrm.com by **no later than September 13th at 10 am CST**. **Incumbents may serve in the same position for a total of two terms.*

Elections will be held on the night of September 13th and the election results will be announced at the closing ceremony of the 2023 ND SHRM State Conference on September 14th.

Candidates are encouraged to volunteer during the 2023 ND SHRM State conference to get to know the behind-the-scenes work and to attend the NDSHRM After Hours event on September 12th to mingle with the current board.

SAHRA's October Meeting

SAHRA's October meeting will be held at the Southwest Area Career and Technical Education Academy (SWACTE). Aaron Andersen, Director of SWACTE will serve as our speaker and will also provide a tour of the facilities available to Dickinson students.

SPECIAL LOCATION!

October 12, 2023
Bravera Community Classroom
Building B
271 34th Street West
Dickinson

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.

Key dates for in-person meetings candidates should keep in mind:

- October 26 & 27th, 2023- ND SHRM Leadership Meeting
- November 16-18th, 2023- SHRM VLBM (*applies to some positions*)
- February 8-10th, 2024- SHRM RCBM (*applies to Director-Elect only*)
- September 16-18th, 2024- 2024 ND SHRM State Conference

Top 5 Reasons to Join the ND SHRM Council Board:

- 5) Career development
- 4) Advancing the HR profession
- 3) Volunteers serving in leadership positions earn 5 recertification credits
- 2) ND SHRM State Conference free admission
- 1) (drum roll please)... An opportunity to serve on a fantastic board! ▪

LESSONS IN BUSINESS

Driving Change as a New Leader

By Debora Dragseth, P.D.

Change is a tricky business. The adage is that the only kind of change that people like is what is jingling in their pockets. Even that isn't true anymore. Think about the last time you found yourself in possession of a handful of pennies— your focus became getting rid of them. So annoying.

This month's column is about driving change. But, let's make it a little more challenging. Let's look at bringing about change when you don't have (or aren't perceived to have) power or influence. Perhaps you are a new leader facing a daunting learning curve in a new company or division with a completely new team.

Leadership is about change. Here are some tips to help you get started:

1. Spend some time learning the roles and personalities of the people on your team. These are the people who are going to be taking this journey with you. They likely have as much trepidation about you as you do about them.
2. Understand the history. Get an accurate temperature of the unit. Is everything running fairly smoothly? If so, take it slow with one change at a time. Is everything on fire? If so, the people on your team may be more open to change and may have some workable ideas.
3. Get in the arena, as Theodore Roosevelt would say. Getting your hands dirty will earn you respect and goodwill. Arrive early and stay late.
4. Make every lunch a tactical one. If you have a particular change in mind (for example, a reorganization), pitching it to key team members in a one-on-one or small group environment will help you understand what the level of resistance might be. This approach may also help you to see if there may be a better idea or a refinement to your proposed change.

Controversial Change

If your great idea is bound to be controversial, consider pitching it as an experiment. "Would the team be willing to try this new schedule for three months? In November, we can revisit the new

shift hours and see how the process might be further refined."

Avoid dropping a "change bomb" on your entire team with no forewarning. You will spend the rest of the meeting volleying off negative thoughts and reactions, leaving you and everyone else feeling depleted and defeated.



Dr. Debora Dragseth
Professor of Business Administration
Dickinson State University

Collaboration

Your role as a leader is to encourage your team members to be their best selves. Enticing them to get on board to become a part of the change will be a welcome approach.

Remind your team, as well as yourself, that it is more fun to be a part of a high-functioning team than a low-functioning or mediocre one. High-functioning teams are curious and creative, willing to explore change to make things better. I have yet to come across a high-functioning team with unhappy or complaint-filled customers. Nor, interestingly, have I ever come across extremely satisfied customers of a low-functioning team. It's not just about money or profit, although those tend to follow; it's about delighting your customers. Imagine less stress, fewer crises, fewer conflicts, solving problems without blame or negative repercussions, and a respectful, supportive work environment.

Recently, I attended a conference where the discussion centered on building teams that are high in autonomy, mastery and meaning. That's a change we all can embrace.

Debora Dragseth, Ph.D., is a national award-winning writer and a business professor at Dickinson State University. Her monthly column provides common-sense answers to common workplace issues. ■

1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Dickinson
3. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, Dickinson
5. Bittner, Marie*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra*-Therapy Solutions, Dickinson
8. Calihou, Dessie*-Dunn County, Manning
9. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. DeWall, Shannon-Baker Boy, Dickinson
13. Dohrmann, Michelle-Consolidated, Dickinson
14. Ebach, Katelyn, SHRM-CP-ESRI, Dickinson
15. Enney, Justin*-Killdeer Mountain Manufacturing, Dickinson
16. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
17. Eslinger, AJ*-Charbonneau Car Center, Dickinson
18. Exon, Amber-McKenzie County Healthcare Systems, Watford City
19. Fetch, Cindy – Southwest Water Authority, Dickinson
20. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
21. Fong, Carter-Dickinson Chamber of Commerce
22. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
23. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
24. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
25. Hanson, Shelly*-Fisher Industries, Dickinson
26. Harper, Lynae, SHRM-CP-Chord Energy
27. Haugen, Tammy-Marathon Petroleum, Dickinson
28. Heidt, Kim*-Steffes, LLC, Dickinson
29. Heiser, Ashley-Benedictine Living Community, Dickinson
30. Hintz, Kristy*-Ixom Watercare, Dickinson
31. Hintz, Layne-City of Dickinson
32. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
33. Jenkin, Jackie- Dickinson
34. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
35. Johnson, Katrina, PHR*-Baker Boy, Dickinson
36. Johnson, Mackenna-Baker Boy, Dickinson
37. Jordre, DeEll*- Marathon Petroleum, Dickinson
38. Karsky, Alissa*-Ironworks, Dickinson
39. Kaufman, Tanner*-Fisher Sand & Gravel, Dickinson
40. Keller, Chantel-Braun Distributing, Dickinson
41. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
42. Kirchoffner, Jessica*-City of Watford City
43. Klusmann, Chandra-Steffes, Dickinson
44. Kovash, Aimee-Job Service, Dickinson
45. Lantz, Nancy - Southwestern District Health Unit, Dickinson
46. Matthews, Libby*-Dickinson Ready Mix, Dickinson
47. McCoy, Mariel-Baranko Companies, Dickinson
48. Messer, Jennefer, SHRM-SCP*, Dickinson
49. Michael, Sara*-Theodore Roosevelt Medora Foundation, Medora
50. Murray, Jen*-Southwest Water Authority, Dickinson
51. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
52. Nicklos, Amanda-Steffes, LLC, Dickinson
53. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
54. Oase, Matt*-City of Killdeer
55. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
56. Olheiser, Chris*-Lund Oil, Inc., Watford City
57. Parkin, Dannielle-TMI, Dickinson
58. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
59. Pearson, Madison-Steffes, Dickinson
60. Peterson, Rachel*-Fisher Industries, Dickinson
61. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
62. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
63. Riely, Patty-Dickinson Parks & Recreation, Dickinson
64. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
65. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
66. Stoltz, Melissa, SHRM-SCP*, Dickinson
67. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
68. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
69. Swanson, Ashley*-Steffes, LLC, Dickinson
70. Torgerson, Natalie*-City of Dickinson
71. Tysver, Danita - Stark County Development, Dickinson
72. Wallace, Sarah*- Wallace Business Services, Dickinson
73. 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