

REWARDS RUNDOWN

2026 | Q4



SCAN ME

HELP SHAPE OUR NOVEMBER 10 AI PROGRAM!

In preparation for our November member meeting, we are asking everyone to fill out a brief survey. This will help our presenter personalize the content to make it the most relevant for attendees.

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**Curious about joining the
SICBA Board for 2027?**



Help coordinate engaging SICBA events and programming focused on compensation, benefits, and Total Rewards.

**Interested or curious about what serving involves?
Reach out to us at sicbaidaho@gmail.com!**



Help keep the Board organized by coordinating meetings, recording minutes and attendance, and maintaining records.

MEMBER SPOTLIGHT



Tammy Sharp
Director of Compensation &
Data Analytics
Boise State University

Tell us about your current role.

In my role I oversee compensation, HRIS management, and HR reporting & analytics. Since starting, my primary focus has been developing staff as well as educating HR and the campus community on best practices coupled with relationship building. Each day is a new adventure with new challenges and rewards.

What trends are you paying close attention to right now?

I am continuing to keep a pulse on transparency trends in compensation and recruiting. Particularly in relation to identifying what transparency should look like as we roll out a new compensation program next summer.

What is the most rewarding aspect of working in compensation and data?

The most rewarding aspect of my work is establishing transparency and educating employees. Pay is important to each of us and helping employees understand and engage in their compensation is fulfilling.

What is one accomplishment you are particularly proud of?

It's difficult to pull out just one project or accomplishment as something I am proud of, as there have been many impactful changes I have had the opportunity to lead. One that comes to mind is managing the faculty transition from in-classroom to virtual teaching during COVID. Providing the structure and support for employees to learn a new way of working was transformative.

What advice would you give to HR professionals who are interested in building a career in Total Rewards?

My advice for an HR professional interested in building a career in Total Rewards is to connect with other Total Rewards folks. Total Rewards is complex and constantly changing so the best way to learn and grow in this space is to get exposure to the day-to-day work.



EVENTS



November 10, 2026

Jason Hudson
St Luke's Health System

**AI in Action: Practical Skills for
HR Professionals**

A hands-on virtual session for HR, compensation, and benefits professionals ready to put AI to work. We'll cover how AI works, how to get the best results through prompting and context, and the responsible use practices that matter most when handling sensitive employee data. Participants will explore real-world HR scenarios using the AI tools available to them. Bring your laptop and your favorite AI tool.



Thank you to our SICBA members, speakers, and partners for another great year!

We're already working on what's next and can't wait to bring you more opportunities to **connect, learn and grow in 2027.**



Have an idea?

Contact us to suggest future meeting or newsletter topics.



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