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| Oregon SHRM State Council MeetingFebruary 2018 | | | | | | | | | |
| minutes | | | dATE: February 27, 2018 TIME: 2:00 PM – 5:00 PM |  | | | Hosted by: Deborah Jeffries LOCATION: HR ANSWERS 7650 SW BEVELAND ST, STE 130 Tigard, OR 97223 | | |
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| Meeting called by | | Shauneen Scott, President at 2:08 PM. | | | | | | | |
| Type of meeting | | SHRM Oregon State Council Bi-Monthly Meeting | | | | | | | |
| Facilitator | | None | | | | | | | |
| Note taker | | Sharon Borgardt, State Council Secretary | | | | | | | |
| Attendees | | OSC members present were: Shauneen Scott, Director; Karlina Christensen-Lee, Director Elect; Stacey Brown, Past Director; Dianna Gould, SHRM Field Services Director; Sharon Borgardt, Secretary; Elizabeth Garvin, Certification/Professional Development; Matthew Eagles, PhD, Workforce Readiness; Stephanie Trexler, Membership Director; Scott Cantu, Communications Director; Maiya Hall-Olsen, Diversity Director; Stephanie Smith, District Director; Chapter President; Kelley Plueard, DCSHRM President; Beth Harrison, LCHRA President; Ian Wiggins, LCHRMA President; Jill Faughender, YCHRA President; Lynnette Gundlach, Rogue Valley, Legislative Affairs Director; Leanne Reynolds, SCSHRM  Present by teleconference were: Deborah Jefferies, Conference Committee; DeeDee Kaundart, MHRA | | | | | | | |
| Members absent | | Nikki Schutte, Treasurer; Laurie LeRiche, College Relations Director; Alan Cabelly Revenue Generating Chair; Kyle Abraham, Legislative Action Director; Mark Robbins, PHRMA President; Jennifer Clemens, HRACO President | | | | | | | |
| Associated documents | | Treasurer’s Report and Financials, Minutes of Jan 12 Council Meeting, Minutes of Jan Electronic Vote | | | | | | | |
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| Agenda Topics | | | | | | | | | |
| OPENING | | | | | | SHAUNEEN SCOTT, Director | | | |
| Welcome and introductions | | | | | | | | | |
| Council Education | | | | | | |  | |
| Speaker | | | None | | | | | |
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| Council OperatIons | | sHAUNEEN sCOTT, director |
| Business |  | |
| **Approval of Minutes, Secretary:**  **Sharon Borgardt, SHRM-SCP, SPHR**  Approval of Minutes: Minutes of January 12, 2018 meeting were presented for approval. Motion by Jill Faughender to accept the minutes as written, second by Karlina Christensen-Lee; motion carried.  Minutes of January 2018 electronic vote on 2018 budget, bylaws, travel policies and bank account signers were presented for approval. Motion by Jill Faughender to accept the minutes as written, second by Karlina Christensen-Lee; motion carried.  **Agenda Items for Discussion:**  **Financial Report and Budget Issues (Nikki Shutte, SHRM-CP, Treasurer):**  Reported by Shauneen Scott   * January Reporting:   + January Expenses: $3,931.44     - SHRM National airfare     - SHRM Regional airfare     - Supplies     - January meeting costs     - 2017 SHRM Foundation donation   + January Income: $1.23 (Nikki’s error reversal)   + January Net Loss: -$3,931.44 * Checking Account Total: $10,357.46 * Savings Total: $62,866.72 * Total Cash: $73,224.18   Shauneen explained that the council will review the bank statements as a best practice at each meeting, for familiarity. She added that there are a lot of expenses at this time but after the employment law conference the council can expect to see income start coming in. The council does need to establish and work toward maintaining reserves.  **NHRMA Student Conference support follow up and discussion (Karlina Christensen-Lee and Shauneen Scott):**  Student chapter support and revenue were discussed. NHRMA has an affiliate agreement with SHRM and puts on a large student conference annually (April 6 – 7, 2018 in Seattle). SHRM will no longer fund the conference since it only served about 500 students; chapters and councils will need to help, so a funding plan is needed. The conference budget is close to $30,000 and NHRMA agreed to provide half the funding; chapters have pledged to provide an additional $7,800 in financial support. The council budgeted $8,000 for student chapter support and has already committed to donate $2,000.  There was a robust discussion of the need to better understand the council revenue and reserves before committing more funding. This year it is especially important to plan carefully for this and any other funding since revenue from the employment law conference is still unknown, as is the break-even point. We need a contingency plan and a good understanding of the council’s liability within the Stoel Rives conference contract if attendance is low, or if we have low sponsorships. We also need to cut costs (such as food); and this year the council paid $10,000 for the keynote speaker since no sponsor was secured. It was also noted that this year there was insufficient time between the employment law conference and the student conference to know the conference profits. This is the first year there have been hurdles since SHRM put on the conferences in the past. It would be helpful if NHRMA advertised and sold sponsorships, but SHRM does provide some tools, the SHRM Foundation offers scholarships and NHRMA will help students with long distance travel expenses.  Other chapter support was also discussed. All four Oregon student chapters need to have the same opportunities as the more established student chapters; as of December 31, 2017 there were 206 student embers in Oregon. Some newer chapters were not aware of council support and Laurie LeRiche recently let them know of the resources and how to request funds. Perhaps sending students to the SHRM National Conference is not the best use of funds; when supporting the NHRMA conference all chapters benefit from the profits. Supporting local and regional events builds relationships and mentoring and may encourage students to join our local SHRM chapter. Student education could also reduce the time it takes a student to become a SHRM member, which is currently 12 years. It was agreed that Laurie should reach out to the student chapters again to determine needs.  The SHRM Foundation does have a formal funding process and criteria for handling funding requests; there is a small administration fee for this service. But this may be a good option for determining how to allocate the remaining $6,000 that was budgeted for student chapter support. A three year commitment is required, but we would no longer have the labor intensive task of accepting and reviewing scholarship requests. After 3 years the council could review and decide if we want to continue partnering with the SHRM Foundation. Admin fees include the SHRM Foundation promoting and marketing on behalf of the council, but the council would still determine a criteria for awarding scholarships.  Stacey Brown made a motion to dedicate $4,000 of the $8000 budget for students to attend the NHRMA Student Conference, $2000 goes to NHRMA and the remaining $2000 to be administered by Laurie LeRiche; Stephanie Smith seconded. Motion carried. The council will ask Laurie to let students know these funds are available; the remaining $4,000 of the budget may be allotted later in the year after we figure out what we make on the law conference.  **Bylaw Changes (Karlina Christensen-Lee and Shauneen Scott):**  The council bylaws are currently under review and state that the 4 core executive positions of Director, Director-Elect, Treasurer and Secretary are all 1 year terms, whereas other positions have 2 – 3 year terms. With 2 year terms it would be easier to plan for the next 2 – 4 years, provide better continuity and ease the burden of filling the Director and Director-Elect positions. High performing councils all have 2 year terms for these key roles and are better able to offer leadership to the chapters, as well as strategy and goal focus to the council. It was agreed that it is there is a better transfer of knowledge if the 4 core positions come from council CLA positions, and that it is better to leave some roles vacant than to have someone who is ineffective in the role.  Beth Harrison made a motion to change to 2 year terms for the 4 core executive positions, seconded by Ian Wiggins. Motion carried.  After further discussion regarding the difficulty of filling positions, Beth Harrison made a motion to remove the limitation of the Director-Elect serving on the council prior to serving as Director-Elect, seconded by Elizabeth Garvin. Motion carried.  Shauneen will make these changes to the bylaws and submit them to SHRM for approval; once approved the council will need to vote to accept the revised bylaws.  **Conference Update/Volunteers and room need/Board Dinner (Shauneen Scott, Stacey Brown, Scott Cantu/Deborah Jeffries):**  This year we have two main sponsors, Pacific Source and HR Answers, with a total of 12 organizations exhibiting; this is less than last year; this year’s sponsorships will bring in over $13,000, whereas last year we brought in over $18,000. Registration for the conference is 513, with 395 paid registrations. Volunteers need to arrive by 6:00 am to help set up; help will be needed at registration, and directing people to the registration area. There are 2 Squares for swelling raffle tickets for the SHRM Foundation.  **Reserves and Insurance (Karlina Christensen-Lee):**  Further conversation was tabled.  **SHRM Update (Dianna Gould, SHRM-SCP, PSHR, SHRM Field Services** **Director)**  ***February 2018 SHRM Update***  ***TOGETHER FORWARD***  Dianna reminded the council to encourage chapters to support SHRM certifications. SHRM will pay chapters $20 per member who certifies.  **Below is a list of some of the most current things we are doing for you; our valued Volunteer Leaders and members:**  **Important dates:**   * **February 28, 2018 – SHRM Recertification Webinar** – Open to all. **Webcasts and Chats:**  Gain access to SHRM Recertification counselors through these free online events! Upcoming dates and registration links:   **Webcasts\* February 28, 2018 1:00-2:00pm PT**  |  |  |  | | --- | --- | --- | |  |  | **Registration** | |  |  | [Open](https://event.on24.com/eventRegistration/EventLobbyServlet?target=reg20.jsp&referrer=&eventid=1589195&sessionid=1&key=6EFC6D855C023598C05AB2335EF7A0A0&regTag=&sourcepage=register) |  **March 15, 2018** **Excel Award Application due.** Please note this is optional but I hope that you would want to document and be acknowledged and recognized for all the work that your state council and/or chapter accomplished in 2017. Please contact Dianna ([Dianna.gould@shrm.org](mailto:Dianna.gould@shrm.org)) if you would like slides for a mini-training session on writing your 2018 initiatives.**March 31, 2018 Deadline - Has a SHRM Student Chapter Advisor Made a Difference in Your Life?**  SHRM Student Chapter Advisor of the Year Award is now open. SHRM and the SHRM Foundation are sponsors of an annual Advisor of the Year Award recognizing a distinguished student chapter advisor each year. The award recognizes the outstanding service and leadership provided to student chapters by SHRM advisors.  The winning advisor receives a commemorative plaque, $1,000 cash award, complimentary registration to SHRM Annual Conference & Exposition and travel funding up to $1,000 to attend SHRM Annual Conference.  The 2018 award will be presented during the Society's Annual Conference, June 17-20, in Chicago, IL. We are now accepting nominations for the 2018 Advisor of the Year Award. Nominate an advisor using our 2018 online application. **The application deadline is March 31, 2018.**  [**NOMINATE AN ADVISOR**](https://www.shrm.org/foundation/ourwork/awards/all-awards/pages/default.aspx)   * **April 10, 2018** – Please help promote some additional professional development opportunities for members. This is especially important if there are some members of smaller chapters that are interested in preparing for the SHRM Certification:   SHRM-CP and SHRM-SCP Certification Preparation in Portland 4/10/18 – 4/12/18; $1,495 for SHRM members, includes materials  Talent Acquisition: Creating your Organization's Strategy in Portland 4/10/18 – 4/11/18 $1,360 for SHRM members  **What does #Workflexbill mean for HR? –** Please continue to help educate your members and support the #Workflexbill (<http://www.advocacy.shrm.org/Workflex> ).  Our jobs as HR pros can be extremely challenging when federal law and state and cities have different leave laws. Workplace flexibility—or Workflex—is a hallmark of the 21st Century Workplace. It is about rethinking how, when and where people do their best work. It reflects a workplace shaped by shifting demographics, emerging technologies and other societal trends. This new workplace can’t thrive with the same old, one-size-fits-all approach.  The United States must have a 21st Century Workflex policy that works for employers and employees alike, helping them meet work-life and organizational needs. At its core, a 21st Century Workflex policy must facilitate the expansion of paid leave and Workflex options regarding when, where and how work is done. And it must account for different work environments and be accessible by employers of all sizes and in all industries. It must avoid old ways of thinking that hold the workplace back.  Building upon increasingly more creative solutions to address the 21st Century Workplace, the "Workflex in the 21st Century Act" (H.R. 4219) is an innovative approach to providing more time off for employees, more predictability for employers and more options for everyone. For participating employers, the legislation would create a single federal framework for providing paid leave, rather than the fragmented patchwork of state and local laws mandating leave.  The proposed Workflex legislation builds on the success of the Employee Retirement Income Security Act (ERISA) to create a qualified flexible work arrangement plan as an employee welfare benefit under the statute. If an employer elects to offer all employees a minimum amount of compensable leave and a flexible work arrangement through the plan, this ERISA-covered plan would pre-empt state and local paid leave and Workflex laws.   * Use the power of our collective voices. Advocates can read Q&A about the bill, view SHRM’s official position on the issue and easily send a quick email or call to their legislators with provided (and editable) talking points and email content through the SHRM action center as well.   Ask members to share with SHRM their personal experiences and testimonials on workplace flexibility in their organizations! We are constantly on the lookout for compelling stories from advocates that bring these legislative issues to life. Testimonials can be entered confidentially here: <http://bit.ly/2o0C6qX>.  **2018 SHAPE –** There was one addition to the 2018 SHAPE State Council document. In Section II: Recommendations for Effective SHRM State Council Administration ***#2: We (State Council) will sponsor a state/regional leadership conference/event for volunteer leaders in the state and allow SHRM staff to present for at least 60 minutes on a topic mutually agreed upon.*** This has been a standing offer from many of the states (almost all in the Pacific West Region) but is not universally provided by all states throughout the United States. And there was one clarification and that is to allow SHRM Staff at least 15 minutes at each state council meeting. Access the 2018 State Council SHAPE document ([here](https://community.shrm.org/vlrc/viewdocument/2018-state-council-shape-brochure?CommunityKey=3fce3c52-fe59-4917-8289-af7d8b4190a9)) and the 2018 Chapter SHAPE document ([here](https://community.shrm.org/vlrc/viewdocument/2018-chapter-shape-brochure?CommunityKey=3fce3c52-fe59-4917-8289-af7d8b4190a9)).  **Top Tips for SHRM Volunteer Leaders** - A new resource was created to help Volunteer Leaders get started in their role. It is an interactive PDF with five tips for Volunteer Leaders—it can be accessed on the VLRC [here](https://community.shrm.org/vlrc/viewdocument/top-tips-for-volunteer-leaders?CommunityKey=3fce3c52-fe59-4917-8289-af7d8b4190a9&tab=librarydocuments). I’ve sent this piece out to a few leaders  saying it was designed to help new volunteer leaders and they wrote back saying it was helpful for all their board members (new and returning).  **Core Leadership Area (CLA) Webinar Schedule**: You can find the 2018 CLA webinar schedule on the VLRC under the Leadership tab (<https://community.shrm.org/vlrc/leadership/webinars>).  **2018 SHRM Membership Benefits Presentation:** Please contact Dianna ([Dianna.Gould@shrm.org](mailto:Dianna.Gould@shrm.org)) for a PowerPoint deck on SHRM Benefits (that can be customized to include chapter benefits) and given by a volunteer board member. The presentation comes with a script.  **Does your company do business or have locations/facilities in California?** If you practice HR or conduct business in California, you need complete competence in the complex legislation that apply. You can now earn a California Employment Law Micro-Credential to demonstrate your California HR expertise. Please go to <https://www.shrm.org/learningandcareer/learning/pages/micro-credential.aspx> for additional details.  **Other Special Dates to Note for 2018:**  **September**  2018 Pinnacle Award Application due 9/1/18  **November**  2018 SHRM Volunteer Leaders’ Summit:  Washington, DC 11/15-11/17/2018 (Gaylord Hotel)  2018 SHRM Recertification Provider Reaffirmation due 11/15/2018  **December**  2019 Chapter Leader Information Form (CLIF) due 12/1/18  2018 State Council Leader Information Form (SCLIF) due 12/1/18  2018 Final End-Year Membership Update Deadline 12/15/18  2018 SHRM Foundation Donation Deadline 12/15/18  Cheers from: Kim Weaver (formerly Goodwin), PW Member Engagement Associate ([Kimberly.Weaver@shrm.org](mailto:Kimberly.Weaver@shrm.org)) 1-703-535-6316  Dianna Gould, SHRM-SCP, CAE, PW Field Services Director ([Dianna.Gould@shrm.org](mailto:Dianna.Gould@shrm.org)) 1-703-535-626 | | |

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| **Advancing the profession** | |  |
| CLA Reports | OSC Directors | |
| **Director Report:**  **Shauneen Scott, SHRM-SCP, SPHR**  Reporting Period:  Karlina and I have been busying trying to identify the areas where the Council needs to have set procedures or reference manuals in order to ensure business continuity. We attended the Regional Business meeting in Miami Florida and learned quite a bit about SHRM certification and re-certification. Elizabeth Garvin also attended and will be working on a plan for education on SHRM certification.  I attended the NHRMA board meeting in January. We did strategic planning and it was a good tool which we are hoping to utilize for the State council and local chapters. Through the process we identified some challenges with the board terms which resulted in us taking a closer look at our bylaws for position terms and we discovered we are not totally operating within our own bylaws.  There have been some glitches with the law conference which have identified the need for better budgeting and planning for future years. Will be putting together a conference planning manual so future board members don’t have to reinvent the wheel. | | |
| **Director Elect Report:**  **Karlina Christensen-Lee**  Reporting Period: February 2018  Shauneen and I attended the regional council meeting for SHRM. We’ve been working through pages and pages of notes of which the most thought provoking is strategizing with Stephanie ideas around our members and large at large membership. Additionally, we have been reaching out to chapters to ensure someone from the state board visits a chapter meeting or board meeting as we want the chapters to feel our support.  Here are some challenges for chapters:   * SHRM’s #WorkFlexBill is gaining momentum. They need us to be reaching out to our congressmen. Shauneen and I took the picture for Oregon but we need chapters to do the same. * Recertification reminder- encourage people to recertify this year. SHRM is giving a kick-back to chapters so please take advantage- reminder that this does not shorten their future recertification date. | | |
| **Membership Director Report:**  **Stephanie Trexler, SHRM-CP**  Reporting Period: February 2018  Communication from February 22, 2018 SHRM CLA Membership Webinar consistent with Council communication. Focus on results shared from Quarterly Membership Report and strategic plans for 2018 to grow membership, retention and conversion of At-Large to Chapter Membership.  **The Good News . . .** Chapter Membership continues to grow statewide, year over year.  **The Opportunity . . .** There is a gap of almost 50% between Chapter and At-Large Membership in Oregon  **Membership Mission Possible 2018 . . . Convert At-Large to Chapter Membership**   * SHRM Members in Chapter retain SHRM membership at a higher rate . . . 97%!   **December 2017 – Chapter Membership Stats**  Members At-Large: 2008 Oregon SHRM Members: 4079  *51% of Oregon Members hold Chapter Membership (WA 55%)*   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Chapter Name** | **Dec-15** | **Dec-16** | **Dec-17** | **Change from Dec 16** | **Chapter Size** | **2017 Audit Month** | | **Portland HRMA** | 940 | 968 | **999** | 31 | SM | September | | **Salem Chapter** | 189 | 198 | **199** | 1 | M | October | | **Lane County HR Assn.** | 289 | 306 | **287** | -19 | L | October | | **Mid-Willamette Chapter** | 92 | 106 | **101** | -5 | M | September | | **Rogue Valley Chapter** | 144 | 148 | **155** | 7 | M | September | | **HRA of Central Oregon** | 156 | 175 | **181** | 6 | M | September | | **Lower Columbia HRMA** | 39 | 39 | **40** | 1 | S | November | | **Douglas County** | 36 | 60 | **55** | -5 | S | October | | **Yamhill County Human Resources Association** |  | 42 | **54** | 12 | S | September | | Grand Total | 1885 | 2042 | **2071** | 29 |  |  | | | |
| **Communications Director:**  **Scott Cantu**  No report provided. | | |
| **Legislative Affairs Director:**  **Kyle Abraham**  Excused; no report provided. | | |
| **Diversity Director:**  **Maiya Hall-Olsen**  Reporting Period: February  At the 12/01/18 meeting, it was asked if I could go and train our chapters. I currently have to use vacation time to attend our Oregon SHRM meetings/events/conferences so it may be difficult for me to create time for ME to personally travel and do this, but here are some other ideas that I CAN presently do:   * I Could organize/plan/produce a future Oregon SHRM Equity and Inclusion event   + At this event, we could also hold something like a “Equity Roundtable” for all of our chapters   + And, we could get different meaningful trainers to us   + I wonder, would an Oregon SHRM member and/or Chapter consider hosting this event (so we had a free venue with free tech support) and could we charge a registration fee to cover the cost of such a training * On our Oregon SHRM website, we could create something like a chat room, where Oregon SHRM members can post questions, comments, concerns and get answers * Also possibly create and maintain an Equity and Inclusion Calendar of events * Would there be interest in having on-line trainings state-wide? For example, could we set up a time for Oregon SHRM members to watch a meaningful video, like “Cracking the Codes,” and then have discussion, preferably on a non-work day * I would like to continue to work on the resource guide I started, and post in on our Oregon SHRM website | | |
| **District Director Report:**  **Stephanie Smith, SHRM-CP, PHR**  No report provided. | | |
| **College Relations Director:**  **Laurie LeRiche, SHRM-CP, PHR**  Excused; no report provided. | | |
| **SHRM Foundation Director: Vacant**  **Submitted by: Karlina Christensen-Lee and Stacey Brown**  Reporting Period: February 2018  For the conference, we will be doing our annual fundraiser for the foundation. We’ve asked Deborah to included information about the foundation in the script. Thank you to the chapters who are bringing buckets or items. We will have tables set up for people to put their tickets in a bowl at the basket of their choice. The big item will be a ticket to next year’s conference. We are pleased that Deborah has added some foundation information including a video to the conference script so we will hit education which will be the foundation initiative for this year. | | |
| **Workforce Readiness Director**  **Matthew Eagles, PhD, SHRM-SCP**  No report provided. | | |
| **Certification/Professional Development Director:**  **Elizabeth Garvin**  No report provided. | | |
| **Student Chapter Support & OSC Grants:**  No request to review. | | |
| **Other Business:**  Shauneen sent a list of all SHRM chapter volunteers to the council; she asked chapter presidents to email any corrections to Kimberly Weaver at SHRM.  The SHRM Volunteer Summit is November 15 – 17 this year. SHRM will pay registration for one attendee per chapter; chapters will need to pay for additional attendees. The council would like each chapter represented at VLS, and chapters should contact the council if they need funds to send a volunteer.  Chapters are reminded to check their website at least quarterly to make sure information is correct; council members were asked to check their own info and let someone know if changes and corrections are needed. To reduce spam emails, limit the number of email address on websites.  The posting of council minutes to the website was discussed; since the council does not have members, minutes do not need to be posted, but are made available if requested.  Karlina and Shauneen are making good progress on a reference manual for council and chapters use. It will be a boiler plate or draft that chapters can modify to meet their needs and will include housekeeping info, timelines and dates to help volunteers keep on track.  The SHRM Volunteer Leaders Resource Center is a very helpful; volunteers are encouraged to use the VLRC frequently in order search and navigate the site better. | | |

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| Chapter Reports | Chapter Presidents |
| **PHRMA, Mark Robbins, Chapter President**  Excused; no report provided. | |
| **MHRA, DeeDee Kaundart, SHRM-CP, PHR, Chapter President**  Reporting Period: January 13 – February 26  Our February chapter meeting “Legislative Updates-The Big Three” presented by Randall Sutton, JD from Saafeld Griggs Law Firm was well attended. Predictive Scheduling, Manufacturing (Overtime Fix) and Equal Pay. Randall does an excellent job of engaging the audience and provides a useful format for questions and answers.  MHRA will be hosting a half-day workshop presented by the Partnership for Diversity on March 22nd at the Children’s Farm Home campus. The workshop entitled Managing Impressions: Navigating the Workplace from a Race and Gender Perspective will be presented by  *Lawrence Houston III,* *Ph.D.*.. Topics to be covered include:   * Learning how firms use specific organizational impression management strategies to facilitate more diverse recruitment by effectively communicating that they are truly an equal opportunity employer (i.e., fair and inclusive) to prospective female and minority applicants. * Discussing how female and minority employees use specific impression management strategies (on the job) when interacting with other organizational members to facilitate building positive relationships in a diverse organizational setting. * Discussing the impact of organization impression management tactics on corporate employment images during diversity recruitment efforts.   New Member: Andrea Parent from Citizens Bank. Also I’ve been contracted by Kim Hallock from Central Willamette Credit Union who will be attending the March 24th chapter meeting.  Board Seats:  Treasurer Elect- Robin Bilyeu/BBSI has expressed interest. Jason and I will be meeting with her at the conclusion of our March chapter meeting.  Diversity: Ginny Kroshus/Oregon State University has expressed interest. She will be attending our regularly scheduled board meeting on 2/27/18. | |
| **SHRMA, Shauneen Scott, SHRM-SCP, SPHR, Chapter President**  Reporting Period: January and February  Salem is continuing to have monthly meetings and attendance has been up in January and February.  We are working on a partnership with HR Answers to develop a new HR Basics that will be totally revamped.  Looking at topics that are trending and things that new to HR or employees with HR being a small portion of their job need to know.  Instead of trying to quickly put something together for 2018, we are going to plan on 2019.  This will give us time to really identify needs, timing and put together a solid partnership with HR Answers.  We are steering away from they do all the work and we get all the profits.  The proposal is to share the expenses and profits so it is a win-win partnership. | |
| **DCSHRM, Kelley Plueard, SHRM-PHR, Chapter President**  No report provided. | |
| **LCHRA, Beth Harrison, SHRM-SCP, SPHR, Chapter President**  Reporting Period: January – February  January was Identity Theft and the workplace – it received low attendance  February was our diversity meeting. We had Dr. Leslie-Anne Pittard from the U of O as our speaker. It was very well attended with a lot of new faces. The materials she covered were interesting but I feel that she did not translate well to the HR folks in the room. It was a lot about how she runs the IDEAL programs at the UofO. Not much in the way of what obvious take-aways we could use back at our organization.  As a board, we worked on our Chapter by-laws; strategic plan and Excel Award application.  March – we are cosponsoring the Cascade Safety and Health Conference with ASSE. We have 10 Hours of HR related sessions. | |
| **Rogue Valley, Kathryn Reinhardt, Chapter President**  No report provided. | |
| **LCHRMA, Ian Wiggins, MA, SHRM-SCP, SPHR, Chapter President**  Reporting Period: January and February 2018  January’s session was led by Jennifer Germundson from BOLI regarding Employment Law and new Laws. Jennifer is always great and is very receptive to Q&A after her presentation is done.  February featured Michele Moore of Empowered speaking to Workplace Violence Prevention. Most of the feedback received indicated they liked her different approach to presenting, but the first half of the presentation was too basic. The 2nd half was much better as she interacted with the audience and had some simulations for us to try.  Her presentation was less about workplace violence and more along the lines of speaking up for yourself.  We have a new instructor at Warrenton HS and Clatsop Community College who has started to bring her students to our events. We offer a discounted student rate and she was able to bring 3 students and one other teacher in February and plans to continue throughout the semester.  Crucial Accountability is filling up and will be held at Clatsop Community College. There was a date change to accommodate the speaker, so it is now on April 25th and 26th. This is one day earlier. If interested in attending, is the Wednesday and Thursday before the Crab, Seafood, and Wine Fest in Astoria, so come down for the conference and stay for the festival. It will be a two day seminar for $395 early bird pricing through March 1st. So far we have secured one sponsor who has sponsored both days.  Coming up on March 7th we have Liani Reeves from Bullard Law speaking on #MeToo: Sexual Harassment and What You Need to Know.  We have a student led SHRM-CP/SCP study group coming up for the spring test window. Some of the interested have backed out, so it looks like it will be a group of 4. Insight from anyone who has hosted small, student led, study groups would be appreciated. | |
| **HRACO, Jenifer Clemens, SHRM-CP, Chapter President**  No report provided. | |
| **YCHRA, Jill Faughender, SHRM-SCP, SPHR, Chapter President**  Reporting Period: January 12 – February 22  February - YCHRA held a regular chapter meeting titled “Listening Intently and Speaking Clearly” by Erick Kountz. It was an excellent program on communication.  (<http://positivelytwisted.com> or [erick@positivelytwisted.com](mailto:erick@positivelytwisted.com))  Upcoming Chapter Programming:   * **March** – Workplace Investigations – Kyle Abraham * **April** – Happy Brain Science, Using Brain Science to Improve Inter-Generational Engagement in the Workplace – Alan Cabelly and Scott Crabtree * **May** – Using Engagement to Connect Purpose – Devin Hughes * **June** – HR Basics Full Day Seminar – Partner with Barran Liebman   School-to-Work Activities:  We are working with McMinnville School District and a rural school district to provide HR volunteers for mock interviews in April and October. | |

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| Closing | | Shauneen Scott, director |
| agenda items and reminders for next meeting |  | |
| adjournment | The meeting adjourned at 4:37 PM. | |
| Future Meetings | Some dates are tentative, to be confirmed in February.  02/27/18 – Portland Pre-Conference, Tigard  05/04/18 – Eugene (Beth Harrison will see if space can be found at Pacific Source)  07/13/18 – Conference Call  09/07/18 or 09/14/18 – Medford (Strategic Planning session Facilitated by Dianna Gould)  11/30/18 – Annual Reorg Meeting, location TBD (Portland or Salem) | |
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