

SHRM Oregon State Council Meeting

September, 2017

MINUTES

THURSDAY, SEPTEMBER 28,
2017

10:00 A.M. – 2:00
P.M.

HOSTED BY DIANNA GOULD IN
REDMOND, OR

MEETING CALLED BY	Shauneen Scott, State Council Director Elect
TYPE OF MEETING	SHRM Oregon State Council Bi-Monthly Meeting
FACILITATOR	Shauneen Scott, State Council Director Elect
NOTE TAKER	Jill Faughender, State Council Secretary
ATTENDEES	OSC members present were: Shauneen Scott, Dianna Gould, Jill Faughender, Nikki Schutte, Deborah Jeffries, Matthew Eagles, Jane Allen, Karlina Christensen Lee, Maiya Hall-Olsen, Natalie Eggert, Tim Rasch, Ian Wiggins, Katie Tank, Stephanie Smith and Shawna Gribkov for Beth Harrison. Present by teleconference were: DeeDee Gordon, Kristen Taylor, Kathryn Reinhardt for Joe Rossi
MEMBERS ABSENT	Micky Dryden, Alan Cabelly, Scott Cantu, Stacey Brown, Laurie LeRiche & Sharon Borgardt.
ASSOCIATED DOCUMENTS	Treasurer's Report and Financials, Minutes of 07/07/17

Agenda Topics

WELCOME, INTRODUCTIONS

SHAUNEEN SCOTT, DIRECTOR ELECT

Called to Order at 10:05 am

OPENING

Welcome and introductions

COUNCIL OPERATIONS

SHAUNEEN SCOTT

REPORTS

Secretary: Jill Faughender

Approval of Minutes: Minutes of 07/07/17 were presented for approval. Motion by Natalie Eggert to accept the minutes as written, second by Karlina Christensen Lee, motion carried.

COUNCIL EDUCATION

SHAUNEEN SCOTT

SPEAKER

No education provided. Meeting followed the NHRMA Regional HR Conference programing.

CHAPTER REPORTS	Chapter Presidents
	<p>PHRMA, Nikki Schutte, Chapter Director Reporting Period: Reporting Period: 07/07/17 – 09/15/17</p> <p><u>Current Events & News:</u> New program! Mock Trial happening this week on Wednesday that is receiving HRCI and SHRM credits. Afternoon networking, happy hour and mock trial!</p> <ul style="list-style-type: none"> • Our Annual Member & Volunteer Appreciation event will be held on October 25th at the Evergreen. We are looking for sponsors and raffle basket donations! This is our annual SHRM Foundation fundraiser. • Succession Planning – Working through 2018 succession planning, but have Prez Elect’s penciled out through 2020! <p>Dr. Cabelly’s classroom was dedicated last week and was well attended.</p> <p><u>SHAPE initiatives & updates:</u></p> <ul style="list-style-type: none"> • We are in the process of moving all of our member expiration dates to coincide with their SHRM membership renewal. This is a huge undertaking and has been very time consuming. <ul style="list-style-type: none"> ◦ We are prorating dues for members but offering a discount if they choose to pay their dues through 2019. In addition, we are offering a 50% off luncheon in 2018. <p>Tim Rasch expressed appreciation for the hard work Nikki committed to this project.</p> <p>Recently started the latest certification study group.</p> <p><u>Questions about/I need help with....</u></p> <ul style="list-style-type: none"> • Those of you who are attending VLS this year, would any of you be interested in doing a “Night Monument Tour” again? The group responded favorably to putting together the tour.
	<p>MHRA, Kristen Taylor, Chapter President Reporting Period: Reporting Period: 07/07/17 – 09/15/17</p> <p><u>Current Events & News:</u> Regular chapter meetings were held in July, August and September with what would be considered average attendance (about 35 members). Topics covered were Accommodating Mental Illness in the Workplace, Identity Theft, and Organizational Leadership. Year to date programming so far has included a good blend of returning quality presenters and some new ones too.</p> <p>We have added a new member to the MHRA board—Welcome Jill Sharp, from Garmin to our team as our Membership Director. We also have another member who is expressing interest in joining the board. We do look at losing one current board member next year, so recruitment for volunteers remains a priority as we’ve had some board members holding 2 seats here and there pretty regularly.</p> <p>2017 Membership audit was submitted this month. We came in at 107 members. This does not give us the growth we were hoping for as compared to last year, but does maintain our medium size status. We have struggled with losing some people due to SHRM dues lapsing and then the member not realizing that their affiliation is affected accordingly. Jill has created our chapter application form based on Diana’s guidelines presented this summer and we have started using that.</p> <p><u>SHAPE initiatives & updates:</u> 2017 SHAPE/EXCEL initiatives have been outlined for each core leader area. We are 2016 Platinum!</p>
	<p>SHRMA, Shauneen Scott, Chapter President Reporting Period: Reporting Period: 07/07/17 – 09/15/17</p> <p><u>Current Events & News:</u></p> <p>Our attorney bailed on our September 3 hour training on investigations. Deborah Jeffries saved the day by stepping in and doing a presentation on on-boarding. We had 46 people register and the room was packed! Deborah did a fabulous job and everyone enjoyed the presentation. It just wasn’t long enough. The chapter moved to meetings every other month and that is working well.</p> <p>Pamela Bowles who took over the SHRM Study Group is doing a fabulous job. So far 12 participants. Working on getting Pamela on the board.</p> <p>We have a new Membership Director, Josh Willner from GNSA. You may recognize him from many SHRM events. GNSA has sponsored several meetings and conferences. He just joined SHRM and is excited to work on Membership.</p>

Chanel Taylor from MAPS has agreed to step up as the President Elect next year and then President in 2019. YEAH! I may finally get a break from being the Salem President.

I have 3 other people interested in the Salem Board. So stay tuned.....things are getting exciting. We expect to have 50% new chapter board in 2018.

DCSHRM, Stephanie Smith

Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

We had a great program earlier this month. Kyle Abraham from Barron Lieberman gave a Labor Law update and Chet Nakada (BOLI) presented Effective Supervisory practices and gave a quick Legislative update. The program was very well attended.

We continue to work with HR folks in the Coos Bay area to help promote SHRM. There are several HR Leaders who want to have a local chapter, but are not sure how to get started. One of the options discussed is to start out by designating with the DC chapter. Dianna has been a great resource for us on this project.

Our Certification Director has been working with Dennis Carr to get a fall study group scheduled in our area. Several of the Coos Bay area folks are planning to participate.

SHAPE initiatives & updates:

We are co-sponsoring and participating in the First Biennial Southern Oregon Trade Careers Expo on September 28th. Students from Douglas, Josephine and Jackson counties have been invited to participate. This event has been organized to introduce and lead students to living wage career opportunities in manufacturing, trades and industries thru hands on activities with educating administrators, teachers and businesses.

LCHRA, Beth Harrison, President – Represented by Shawna Gribskov, President Elect

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

- July Chapter Meeting topic – Sales Compensation – What HR brings to the table – Jim Harvey of Columbia Compensation Consulting
- August Topic – Fixing Workplace Conflict – Chris Sheesley, In-Accord
- September Topic – Labor and Law update – Amanda Walkup – Hershner Hunter
- Randy Lundberg Award for LCHRA's Internship Grant Program – accepted at NHRMA conference
- Shawna is attending the Volunteer Leader's Conference in DC this year.

SHAPE initiatives & updates:

- October is a big month with the SHRM Foundation Event Dinner/Silent Auction/Dessert Dash on Oct 17th. Our guest speaker is Buck Davis, The Power & Positivity of Inclusion. (<https://www.youtube.com/watch?v=g0fHsjZbxzo>, <https://buckdavis.com/>) This event has proven very successful in fundraising efforts - inclusion in the top 25 US chapters for fundraising several year's running, last year, #6 in the nation!
- HR After Hours event for October 10th – Networking and casual conversation on HR topics – LCHRA provides appetizers and complimentary wine/beer.
- South Eugene High School Mock Interviews October 11th - participation of

Best Practices and other good stuff I want to share:

- Attendance at monthly chapter meetings continues to rise – August = 100, September = 120!

What other Chapters need to know:

- U of O no longer has HR adviser so no longer a program. Rolled into Business school but essentially non-existent.

Additional:

Strategic Conference – Salem OCT 24th (One day)

Rogue Valley, Joe Rossi, Chapter President represented by Kathryn Reinhardt, President Elect

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

Our Chapter is shifting gears into our Fall activities, centered on our **2018 Board of Directors (BoD) Transition Plan:**

- * **BoD Open Houses:** We've planned two BoD meeting open houses on Wednesday, August 23rd and September 27th to introduce interested BoD candidates to our BoD workings and activities – we're excited to see several Chapter members expressing interest to join our BoD
- * **BoD Elections:** Slated for the last week in September.
- * **BoD Member Transition Meetings:** Scheduled for October and November, current and newly-elected BoD Directors will meet to conduct transfer-of-knowledge meetings. An emphasis will be placed on our 2018 budget discussion/approval for a vote during our November BoD meeting – this will give us a "running start" into our 2018 year.

Programs: Final details are being worked out for our October monthly program that is being held in conjunction with ASSE and their annual Southern Oregon Occupational Safety and Health Conference in Ashland, OR on Oct. 17-19th. This will be the 4th year collaborating on this conference. Several HR Track sessions will provide Chapter members with ample SHRM CP and SCP certification credits, including:

- Attracting and Retaining the Millennial Workforce
- Cultivating Millennials' Strengths
- Workplace Bullying – with Paul Coughlin
- Safety Language for the HR Professional
- Anti-Retaliation, Incentive Programs, and the General Duty Clause
- ADAAA - Promoting Inclusion and Diversity in the Workplace

SHRM Certification: Our SHRM-CP and SCP study group has consistently had seven participants – most are planning to test in November. Plans are underway for a study group participant celebration.

SHAPE initiatives & updates:

Membership Initiative: We've scheduled a RV-SHRM Lunch & Learn event in Klamath Falls on Thursday, September 21st, to present the RV Chapter to several At-Large SHRM members whose local Klamath County Chapter was discontinued a few years back. As of this writing, we have about 12 confirmed attendees out of a SHRM list of 30 potential HR professionals who could affiliate with our Chapter. Inclusion plans include a quarterly education program in Klamath Falls and possibly having a Klamath Falls & Grants Pass BoD Director-At-Large positions to represent these geographic areas and members.

Best Practices and other good stuff I want to share:

Pinnacle Award Application: Our Chapter submitted it's first-ever Pinnacle Award application for our Southern Oregon Career Networking Event (SOCNE) held in May of this year. The application alone is quite an accomplishment for our Chapter – it has set the bar much higher for our community involvement, and awareness of SHRM.

What other Chapters need to know:

ASSE Annual Southern Oregon Occupational Safety and Health Conference at the Ashland Hills Inn in Ashland, OR on Oct. 17-19th.

Other Issues

HRCI Business Strategy Credits: **frustration runs HIGH** with our BoD Programs Director – several attempts to gain SPHR Business Strategy credits failed with HRCI for applicable October ASSE conference HR track topics/sessions, even after following their strict criteria to the letter. Several BoD members have advocated to not offering HRCI certification assistance after 2017.

LCHRNA, Ian Wiggins, Chapter President

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

We take a break from general sessions in July and August due to low turnouts in the past, but...

Hosted our 1st HR Afterhours event at the Fort George Brewery's Lovell Showroom. We received sponsorship from Wauna Credit Union which covered appetizers and the first \$100 of beverage purchases. WCU also came with logoed pint glasses to fit the Brewery location and a raffle for a bag full of local goodies.

One of our scholarship recipients was there to give a speech on what her plans were and what the scholarship would be used for. We also used the event to increase the interest in taking the Certification Exam. Each table had a list of sample questions with the answers on the back to test their tablemates. Worked well as icebreakers too.

LCHRNA received a \$750 scholarship from the SHRM Foundation for certification. We have purchased an instructors version of the SHRM Learning System and the remainder will be used as a scholarship for our membership who want to sit for the exam. Thank you Salem Chapter for adding our order to yours to get us the discounted price. 10 members & guests have registered to participate.

SHAPE initiatives & updates:

Selected two scholarship winners totaling \$1500. One HS Senior who will be attending University of Oregon and one College Freshman attending Western Oregon University.

Held our 1st Veterans' Career Fair. We had 14 employers in attendance and while the veteran presence was low, we did have 2 employers state they were planning to hire attendees after the event. We plan to do it again in the future, but will be reaching out to veteran organizations on our own and not leave it to the local veterans' outreach person with the state.

Two long term board members have resigned and recruiting is taking place.

HRACO, Katie Tank, Chapter President – represented by Jennifer Clemens, President Elect

Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

The Chapter just concluded is hosting of the regional NHRMA conference. No meeting were held in July and August and the chapter is gearing up for their October 3-hour Legislative Update which will also serve as a fundraiser for the SHRM Foundation. The December meeting will be focused on membership appreciation and will also function as a fundraiser for a local non-profit organization.

Chapter is working on refreshing the website and have been seeing high attendance, with between 30-40 at their chapter meetings.

Chapter board recruiting is going well and will result in a competitive voting process for the 2018 board.

Chapter is holding a certification study group.

YCHRA, Jill Faughender, Chapter President

Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

We held a successful seminar – HR Basics a Crash Course in Employment Law on August 10th. We partnered with the McMinnville Chamber and had 41 paid attendees.

The Chapter did not meet in July or August due to summer break and our seminar and Deborah Jeffries presented a program called Help New Hires be Successful in September.

Upcoming programs:

October: Learning/Work Styles

November: Workplace Issues Facing LGBTQ Employees

December: No Meeting

January: Legislative Update

Working on Board recruitment for 2018 and excited to have several people step up and show interest. Discussing next year's roles with existing board so we have a full understanding of gaps.

Gearing up for the VLS in November.

Chapter Membership hovering around 40. We just completed our annual membership audit and lost one member to PHRMA so we came in at 41.

SHAPE initiatives & updates:

Shared about the benefits of SHRM membership at our seminar which included many small business owners. Placing SHRM membership materials at the registration table at each meeting.

ADVANCING THE PROFESSION

CLA REPORTS	OSC Directors
Treasurer Report: Nikki Shutte	
Reporting Period: Reporting Period: 07/07/17 – 09/15/17	
<u>Current Events & News:</u>	
<ul style="list-style-type: none">• July Reporting:<ul style="list-style-type: none">○ July Expenses: \$2,841.74<ul style="list-style-type: none">▪ NHRMA Payouts▪ SHRM National Conference expenses○ July Net Loss: -\$2,841.74• August Reporting:<ul style="list-style-type: none">○ August Expenses: \$1,842.59<ul style="list-style-type: none">▪ May meeting travel costs▪ 2018 Leadership planning meeting (mileage)▪ 2018 SHRM National Conference registration▪ NHRMA payouts○ July Net Loss: -\$1,842.59• Checking Account Total: \$30,655.04• Savings Total: \$62,845.65• Total Cash: \$93,500.69 <p>Net profit on Annual Employment Law Conference in 2017 was \$22,187. General discussion followed regarding the revenue and expense budgeting for the 2018 conference.</p> <p><u>Questions about/I need help with....</u></p> <ul style="list-style-type: none">• LCHRMMA's NHRMA payout check is still out...and Douglas County has not yet supplied an address. Nikki was able to provide the conference share to Stephanie Smith at the meeting.	
Membership Director Report: Jane Allen	
Reporting Period: Reporting Period: 07/07/17 – 09/15/17	
<u>Current Events & News:</u>	
Hosted a quarterly Membership call with Chapter Membership directors. Another quarterly membership call is being scheduled for October.	
<u>Best Practices and other good stuff I want to share:</u>	
Tanja Haakinson shared templates from her chapter. I will be forwarding these after the September meeting.	
<u>What other Chapters need to know:</u>	
Reminder that a new membership in SHRM is NOT an automatic membership into a chapter. Designating a chapter is not enough; each chapter must have their own membership process.	
Jane shared that just 4 of the 9 Oregon Chapters have come into compliance with their own membership application process on their websites and it is critical that all chapters are compliant before year end or they can lose SHRM affiliation. This means no membership share or SHRM support. Jane will connect with each President and arrange a call to go over the SHRM Audit results performed by Dianna Gould and help the chapter to bring their membership guidelines into compliance.	
Communications Director: Micky Dryden	
Reporting Period: Reporting Period: 07/07/17 – 09/15/17	
Nothing new to report.	

Legislative Affairs Director: Karlina Christensen

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

All employment legislations to watch is at the federal level at this time. Karlina encouraged all OSC members to become part of the SHRM Advocacy Team (A-Team) and to write legislators on the Student Loan Repayment legislation and provide feedback to the DOL on the FLSA salary threshold.

Diversity Director: Maiya Hall-Olsen, JD

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Current Events & News:

Resolutions NW “Institutional Equity” training scheduled for 12/01/17, 10 – 10:30 am, in Portland, to SHRM OSC Board and Chapter Diversity Directors. Maiya shared a flyer titled “Opening the Door to Equity Mini-Training”

- Please spread the word and get your Chapter Diversity Directors to rsvp to me.

To Prepare:

- Please consider watching the movies:
 - Cracking the Codes by Shatiki Butler
 - 13th
 - *from Dr. DeGruy’s recommendations: Face in the Mirror
 - Un-natural Causes about life expectancy of different socio-economic classes in our society

I have registered for, and will attend the upcoming SHRM National Diversity Conference in San Francisco, CA, 10/22/17 – 10/25/17

- Registered in time to get the “Early Bird” discounted rate

Maiya shared

Questions about/I need help with....Please promote upcoming “Institutional Equity” training to your respective Chapter Diversity Directors

District Director Reports: Natalie Eggert/Willamette & Sharon Borgardt/Columbia

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Nothing to Report outside of the DC SHRM report about Coos Bay and the Rogue Valley report about Klamath Falls & Grants Pass opportunities.

College Relations Director: Laurie LeRiche

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

No formal report.

Shauneen Scott reported that SHRM will no longer be sponsoring the Student Competitions and that NHRMA will take over creating an event where students from HR Chapters in the Northwest can come together to compete. Karlina Christensen Lee reported that Alan Cabelly will be joining the NHRMA Board as College Relations and will be coordinating this effort in 2018.

SHRM Foundation Director: DeeDee Gordon

Reporting Period: Reporting Period: 07/07/17 – 09/15/17

Preparing for travel and attendance to the VLS in preparation for the MHRA President role in 2018.

SHRM Chapters in good standing are eligible for financial support based on the number of SHRM members who recertify between 1/1/17 and 12/31/17 @ \$20.00 per chapter member and \$10 for each State Council Member.

Workforce Readiness Director

Reporting Period: 07/07/17 – 09/15/17

Matthew Eagles shared that he will be speaking with chapter Workforce Readiness members to gather current activities and he discussed the importance of measuring the effectiveness of the programs and assessing whether members are getting value from the activities.

Certification Director: Deborah Jeffries

Reporting Period: 07/07/17 – 09/15/17

Deborah reported that chapter study groups are active. She was asked if we have created the centralized program list for chapter use and Deborah responded that she has received very little feedback from chapters on program topics and speakers used and recommended. Deborah noted that she will be leaving the OSC at year end and is willing to create the centralized resource and reminded chapters to send 2016 and 2017 programming information.

Deborah reported that it will be important for the incoming Certification Director to work closely with Stael Rives on getting the 02/28/18 Employment Law Conference certification submitted early so the program can display approved recertification credits.

Tim Rasch, PHRMA Chapter President shared a best practice to convert certification study group members in active chapter members. The Board appoints a member to attend each certification study group to talk about the Chapter and membership benefits.

Employment Law & Legislative Conference: Shauneen Scott/Alan Cabelly/Deborah Jeffries

Reporting Period: 07/07/17 – 09/15/17

Here is a brief report on the 16th Annual Labor and Employment Law Conference with Stael Rives:

- Feb. 28, 2018 at the Oregon Convention Center
- Theme: "Charting the Course: Finding Your Way Through the Employment Law World"
- Keynote: Steve Gilliland: "Detour: Developing the Mindset to Navigate Life's Turns." He is one of SHRM's top ranked speakers
- Deborah distributed Save the Date Cards to attendees
- Each chapter receives one free registration to be used as a giveaway in the hopes of spurring registrations
- Conference has general sessions and breakouts as noted

SHRM Update: Dianna Gould, SHRM Field Services Director

Reporting Period: 07/07/17 – 09/15/17

October 2017 SHRM Update

Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:

2018 SHRM Annual Conference – Chicago, Illinois: June 17-20, 2018

Be sure to let all your State Council & Chapter Volunteer Leaders know about the special Volunteer Leader rate. The best rate is available as long as they register before Feb. 2, 2018. However, highly encourage individuals to book a room as soon as possible. You can always cancel a room reservation without a penalty up to a certain date (please read cancellation details)

SHRM Volunteer Leaders Receive Lowest Individual Rate Available

Preview	8/01/17 – 2/02/18	\$1,095
Early Bird Rate	2/3/18 – 4/27/18	\$ 1,445
Standard	4/28/18 – 6/15/18	\$1,620
On-site	6/16/18 – 6/20/18	\$1,750

SHRM Member Discounts Program - New!

As a benefit of your SHRM membership, you'll have access to discounts on personal, professional and travel services like:



SHRM Member Discounts Program

How to Participate:

- SHRM members can visit: shrm.org/MemberDiscounts
- OR call 1-800-MEMBERS (1-800-636-2377) to register and start taking advantage of the available member discounts.

2018 SHRM Member Dues Adjustment

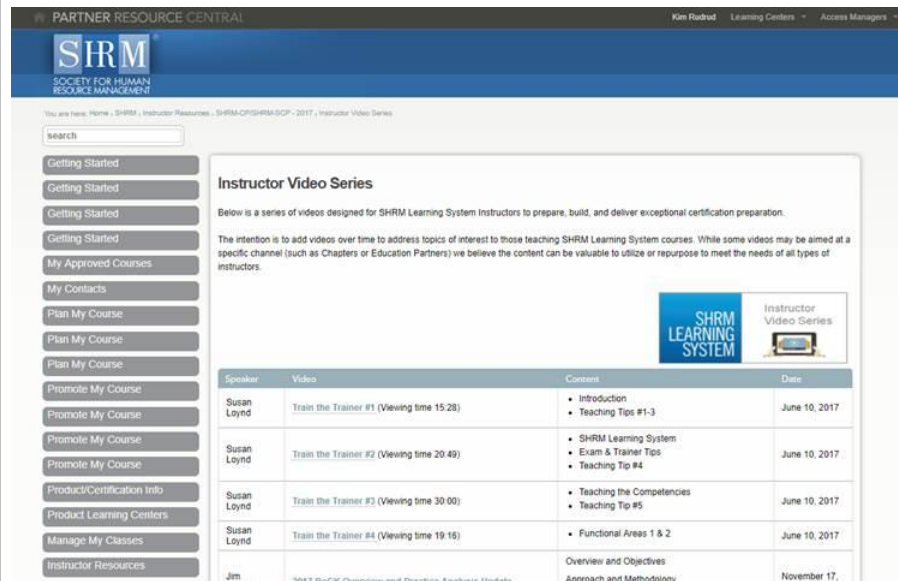
The SHRM Board of Directors has adjusted dues by \$10 for SHRM professional memberships effective January 1, 2018, bringing the cost of annual membership to \$209. The SHRM Board evaluates membership dues on a regular basis to ensure SHRM keeps up with the costs of doing business and avoids large one-time adjustments for members. Membership dues allow SHRM to continue offering the HR solutions you know and trust, and to invest in new and additional resources to help you in your career. At \$209, SHRM's annual professional membership dues remain competitive with other HR-related associations and professional societies. [Read our FAQs](#) about the dues adjustment here and look for tips and reminders to communicate with your members about the dues adjustment in future issues of the SHRM Update.

New Date for Recertification Provider Reaffirmation: For Chapters to remain SHRM Recertification Providers, the point of contact for the SHRM Provider program must submit the annual reaffirmation. Please check to ensure your Certification Director received an e-mail on Sept. 28 that the 2018 Recertification Provider Reaffirmation process deadline is **Nov. 15, 2017**. If not, have that

person or the State Council Director or Chapter President contact Nana Aboagye (nana.aboagye@shrm.org). The deadline was changed because many chapters and state councils thought that completing their Chapter Leader Information forms (CLIFs) or State Council Leader Information form (SCLIFs) fulfilled this requirement. These are two separate actions.

Training Tools for Instructors for SHRM Certification Study Groups: An instructor Train the Trainer session was held in Philadelphia in June. SHRM recorded this one day session and we have been working to edit the thumb drives of the recording. The first 4 of what will likely be 10 videos from this training were just posted on PRC in the Instructor Resources button under the Instructor Video Series (see visual below). Current instructors have access to these videos in PRC. We are also working to have them posted to SHRM's VLRC – I'll let you know when that happens.

We are doing our best to help support both Chapter and Education Partner instructors so they feel more confident with teaching and preparing HR professionals for SHRM Certification.



INSTRUCTOR VIDEO SERIES

Below is a series of videos designed for SHRM Learning System Instructors to prepare, build, and deliver exceptional certification preparation. The intention is to add videos over time to address topics of interest to those teaching SHRM Learning System courses. While some videos may be aimed at a specific channel (such as Chapters or Education Partners) we believe the content can be valuable to utilize or repurpose to meet the needs of all types of instructors.

Speaker	Video	Content	Date
Susan Loynd	Train the Trainer #1 (Viewing time 15:28)	<ul style="list-style-type: none"> Introduction Teaching Tips #1-3 	June 10, 2017
Susan Loynd	Train the Trainer #2 (Viewing time 20:49)	<ul style="list-style-type: none"> SHRM Learning System Exam & Trainer Tips Teaching Tip #4 	June 10, 2017
Susan Loynd	Train the Trainer #3 (Viewing time 30:00)	<ul style="list-style-type: none"> Teaching the Competencies Teaching Tip #5 	June 10, 2017
Susan Loynd	Train the Trainer #4 (Viewing time 19:16)	<ul style="list-style-type: none"> Functional Areas 1 & 2 	June 10, 2017
Jim	2017 PAC West Overview and Practice Analysis Update	<ul style="list-style-type: none"> Overview and Objectives Approach and Methodology 	November 17, 2017

SHRM Certification: Effective January 1, 2018 SHRM will no longer be proactively seeking HRCI recertification credits for SHRM national conferences (e.g. SHRM Annual Conference, SHRM Legislative conference, etc.). State Councils & Chapters can continue, if they choose, to seek and offer both SHRM professional development credits and HRCI recertification for their programs, conferences and events.

Why is this happening? Let me explain using a current business analogy. If you work for Coca Cola would you have Pepsi in your employee lunchroom and encourage employees to buy and drink Pepsi. That would not be in the best interest of Coca Cola and would not be a match with their mission and goals.

Vendor Directory: SHRM has a resource for chapters and members on the website which includes vendors who have been vetted by SHRM.

Volunteer Recognition: Dianna requested that OSC members send her the name and address of their boss so that she can send a thank you for their volunteer efforts this year.

Remember PAC WEST is the BEST and it is because of you.

Dianna Gould, SHRM-SCP, CAE – SHRM Field Services Director
Dianna.Gould@shrm.org
 1-703-535-6267

Kim Goodwin (located on East Coast and works 10 a.m. – 8 p.m.)
Kimberly.Goodwin@shrm.org
 1-703-535-6316

Student Chapter Support & OSC Grants: Shauneen Scott

Shauneen Scott presented a certification scholarship request for \$500.00 from Stephanie Trexler of the HRACO chapter. Stephanie completed the study materials and passed the SHRM-CP examination. Karlina Christensen Lee made a motion to approve the scholarship grant, second by Jill Faughender, motion carried.

Other Business:

2018 State Council Roster:

Shauneen Scott, Director Elect shared the proposed Director Roster for 2018 for discussion and approval:

Past Director: Stacey Brown (LCHRNA)
Director: Shauneen Scott (SHRMA)
Director Elect: Karlina Christensen Lee (MHRA)
Secretary: Sharon Borgardt (LCHRNA)
Treasurer: Nikki Schutte (PHRMA)
Certification: Elizabeth Garvin (SHRMA)
Workforce Readiness: Matthew Eagles (SHRMA)
SHRM Foundation: DeeDee Gordon (MHRA)
Membership: Stephanie Trexler (HRACO)
Legislative: Kyle Abraham (PHRMA) or Kurt Barker (HRACO)
Communication: Bonnie Rivers (SHRMA)
Diversity: Maiya Hall-Olsen (PHRMA)
College Relations: Laurie LeRiche (MHRA)
District Director: Stephanie Smith (DCSHRM)

Motion by Katie Tank, second by Tim Rasch, motion carried. Shauneen to report back with final decision on Legislative once confirmed which candidate will be placed. Shauneen noted that next year the council roster will include a column for term expirations so that we can effectively manage the succession process.

By-Law Review: Shauneen reported that she has been reviewing the By-Laws and will bring an update for discussion at a later meeting to ensure that our practices sync up with our governing rules.

2018 Oregon SHRM Meeting Dates: A draft meeting schedule will be available for discussion at the 12/01/17 meeting. All members were encouraged to bring their calendars for Chapter activities with them.

General Discussion: Discussion followed regarding the Oregon SHRM guidelines on which members will attend SHRM National activities and be reimbursed for travel and attendance expenses. The council agreed that the incoming OSC Director for the next calendar year and the Director Elect will be supported financially to attend the SHRM Volunteer Leader Summit with a focus on future planning even though SHRM invites the current year Director as a recognition benefit. It was noted that the current Director is supported to attend the Annual SHRM conference as recognition of the volunteer effort required for the position. Dianna Gould shared with the Chapter Presidents that SHRM would like to have a representative from each chapter and if the incoming President is not able to attend to let her know if an alternate is identified and she will seek approval for the substitution.

Shauneen Scott to follow-up with a recommendation for the Oregon SHRM travel guidelines on the frequency of core leader areas attending national conferences, i.e. even versus odd years for Legislative, Diversity, Workforce Readiness, Certification, Membership at a future meeting for review, edit and adoption.

Shauneen noted that the Council website will be evaluated for storage capabilities for core documents and that the current Travel Policy document on the website is an outdated version and will need to be updated with the last approved version. Shauneen to work with Dianna to confirm which OSC members have access to the website to manage the administrative functions.

CLOSING

SHAUNEEN SCOTT

AGENDA ITEMS FOR NEXT MEETING	<ul style="list-style-type: none">• By-Law Review/Update• 2018 Oregon SHRM Meeting Schedule• Travel Policy on Conference attendance by Core Leaders
ADJOURNMENT	We adjourned the meeting at 2:00 p.m.
FUTURE MEETINGS	12/01/17 – 10 am – 3pm – <u>Includes</u> incoming Chapter Presidents & New 2018 OSC members Location: HR Answers, 7650 SW Beveland Street, Suite 130, Tigard, OR 97223 (503) 885-9815