

SHRM State Council Meeting

Friday, July 13, 2012

10:00 am – 12:00 pm

Telephone Conference

Attendees: Randy Sutton, Kathy Sharp, Scott Cantu, Gayle Young, Lisa Snively, Alan Cabelly, Natalie Eggert (Willamette District), Nancy Gammond-Moody (HRACO), Eileen Fletcher (Columbia Gorge), Sharon Borgardt (Lower Columbia), Christina York (PHRMA), Melissa Vigil (MHRA), Lyndell Smothers (Central/Southern), Shannon Stuver (Rogue), David Briggs, Laurie Roe, Barbara Cecil (SHRMA), Mikaela Baird (Douglas), Beth Ursin, Deborah Jeffries, Dennis Carr (LCHRA), Cheryl Berger.

Dianna Gould's SHRM report

Final count, 13, 561 attendees to SHRM National Convention in Atlanta. Fabulous keynote speakers. Dianna saw all speakers. In 2013, convention is June 16-19, in Chicago. In 2014, convention will be June 22-25 in Orlando. You may have received emails for SHRM member for transparency. Hank's response is in the report at the end of these minutes. Email ceo@shrm.org for any questions that you have regarding emails you receive. (asked Dianna to email out the info sooner than the meeting minutes). SHAPE document for state is going on same time frame as chapters, due January 2013. Good to get started now to prepare for submitting. Anna.Tull@shrm.org is the contact at for questions. ACIP American Council on International Personnel part of global, long term strategy to provide resources for global perspective. Affiliation with SHRM and resource to SHRM members providing information regarding international visas. Work with a variety of organizations on global recruiting. AARP partnership for 2013 for best employers for worker over 50. Recognizing differences in workforce demographics and partnering to promote employment for 50 and older employees. HR competencies and standards have been rolling out. Deadline for scholarships is July 16. iRoster is SHRM's internal auditing process (rolled out in 2011). iChapter will be available to chapters, rolling out now based on chapter number 10-20 chapters at a time. iChapter will have reports of current membership rosters and 'at large' rosters. The program will continue to be enhanced, and will be available 24-7 to run a report. SHRM hopes to have implementation completed by end of 2012.

Lisa motioned to approve, seconded by Eileen. Meeting minutes for May 2012 were approved with suggested changes.

Scott financial report. (handout) Budget is within acceptable range.

Laurie moved to approve, Kathy seconded. Treasurers report approved.

Randy's report: went to National Conference for the first time, highly recommends attending. Speakers, were great and much useful information from available resource materials from vendors. Chapter survey was done and results will be sent out in about a month. eBlast will be limited to 400 words and suggested to always include a "PS", as this is what people read and remember the most.

Leadership: Nov 15-17, 2012, in National Harbor, MD. If attending, plan to arrive Wednesday, Nov 14, to be able to attend all of Thursdays meetings. Chapter presidents, president elect, state core leadership (membership director), member directors, district directors incoming state council directors get complimentary registration. Randy would like to know who all is planning to attend. Some scholarship funds may be available for the registration. However, there are no funds available to offset travel costs. Email Randy & Kathy with who is going, who wants to attend, if you have an obstacle or names of chapter members that may go in place of the chapter president/president elect. If funding is an issue, let Randy & Kathy know. Alan added his endorsement and said that he highly valued his opportunity to attend leadership conferences in his prior SHRM roles, found national leadership conference an incredible learning opportunity.

Randy commented on the transparency SMFT communications that have been sent out. Randy views the effort as an overarching information data gathering tool. Encouraged OSC membership and chapter members to communicate with SHRM CEO directly, with their concerns regarding SMFT. Dianna shared a letter from Hank Jackson, SHRM CEO and it was emailed to OSC members as reference. Discussion ensued regarding chapter memberships' opinions of the survey.

Kathy's report: Recruitments are now posted on the OSC website for Diversity Project/Intern, and Social Media Project/Intern positions. These positions will help promote membership. Kathy will send out pdf's of the position descriptions.

September OSC meeting will be hosted in Bend with timeline of 10a-3p. Overnight reimbursement is available for lodging (1 night). More information to follow!

Dennis Carr LCHRA in Eugene hosting 2 events. Day before the November OSC Leadership Conference, Thurs Nov 29th 1pm to 5pm workshop. Changing People Who Don't Want to Change, program. Any OSC members are welcome to attend. Hosted at Lane Community College. Free parking.

November Leadership Conference (OSC, local) invite your chapter leadership and any members who are interested. Trainings & speakers. Valuable to chapter leadership. Leadership Conference on Nov 30 will most likely be a longer program than 10-3 due to subject matter content. More information to follow!

Randy asked for any updates from the chapters. How are you doing attracting student membership?

Lyndell asked what are chapters doing to promote SHRM training. Dennis Carr has a study group through LCC in Eugene. Barbara Cecil discussed the study group in Salem where SHRMA partnered with the Oregon State Personnel Management Association (OSPMA) to have a joint effort SHRM study group. Christina said PHRMA has study groups but struggles to get numbers to attend the global study group.

Deborah had asked for chapters feedback for speakers & topics recommendations for 2013 and has not received any feedback to date so has not planned forward to 2013. Deborah will not be in that role next year so this position will be vacant unless someone comes forward and shows interest in taking it on.

Kathy asked if chapters have an interest in having speakers attend local meetings on specific topics. Some interest was stated by the chapters. Discussion ensued about various topics and interest areas for speakers. **Laurie will send Gayle information to include here in the minutes about contact info for financial training. Possible good idea for 2013 training.**

Laurie NHRMA conference is coming in October. NHRMA board is looking for members in 2013. Contact Laurie if interested in volunteering for NHRMA.

Lisa asked everyone to think about a SHRM Foundation donation for the NHRMA conference. Also, mark your calendar, the 2013 SHRM Stoel Rives Conference date is Thursday, March 7, 2013.

P.S. Randy reminded everyone to send him numbers for possible attendees of the National Leadership Conference.

Next meeting is September 21st in Bend, OR. More information to follow!

Meeting adjourned at 11:40 am.

July 2012 Chapter Reports

Central/Southern District- Lyndell: None

Central Oregon District – Sally: None

Columbia District - None

Columbia Gorge District – Eileen: None

Douglas County District – Mikaela: Chapter current events & news: May – Roundtable discussion. Members bring topics of interest (usually issues they are dealing with at work) to bounce ideas off with other members. June – Dianna Gould was our guest speaker and presented a seminar on “Workplace Flexibility: The Next Imperative for Business Success & HR Leadership”. It was offered with 1 HRCI credit for participants. SHAPE initiatives & updates: At the June meeting we invited businesses from our email list. A few that are not DC-SHRM members attended. This contributes to our initiative for chapter growth; we are providing opportunities for those less familiar with SHRM or DC-SHRM to see the value that membership provides and in the course of this, we look for opportunities to discuss the value of membership. We have been discussing how we can participate with the community more and have talked with Job Corp about their youth program. They will be making a presentation to our chapter in July. We are also looking at the possibility for our chapter to provide a workshop for Job Corp youth before the end of the year. Best Practices and other good stuff I want to share: None at this time. Chapter requests for support or help from OSC: None at this time.

Klamath Falls District – Jennifer: None

Lane County District – Dennis: None

Lower Columbia Chapter – Sharon: None

Mid-Willamette Chapter – Melissa: MHRA July 13, 2012 Chapter Update from Melissa Vigil

We have just started partnering with the local Employer’s Council Board (through the OED) to offer our members discounted rates on the workshops offered through OED. We would in return work to with SHRM to seek HRCI credit approval. One of our board members had the great idea to create chapter business cards. The cards have information about our meetings, website, as well as contact email and a space to write a phone number. These are generic and can be used from year to year without names on them. Board members would have a bundle each on hand to give to prospective members. We should be getting our business cards soon and can’t wait to see this professional approach to reaching out to prospective and current members. One of our board members received their PHR in June; we are so proud of her! We continue to look for succession of board positions as we survey the current board members on where they would like to be next year and ideas on who we may be interested in a board position for 2013. The chapter has spent the last few months working on venue options for our monthly meetings. The location is great (right off I-5) as we serve a wide network of members from the coast, to Corvallis, Albany and Lebanon and surrounding areas. We provide breakfast at our meetings and the reviews by members can be hit or miss. Some issues are quantity, more healthier options, more lean proteins and drink options. We believe we have a new plan going forward where we have 3-4 specific meal plans that we created and will let the catering know exactly what we want (versus them making the choice). I know food can seem trivial, but it is important to the members experience overall!!

Portland – Christina: None

Rogue Valley – Shannon: Chapter current events & news: We submitted our revised/updated by-laws to Dianna so she could submit them to SHRM. Our College Relations Director, who worked at Southern OR University, was laid off effective June 30th and resigned from the board. He was in the process of trying to start a Student Chapter so we are unsure what will occur moving forward. We’ve created our

first sponsorship program and will be rolling it out to our members this summer. (Thank you for your suggestions and templates!) The board completed a survey on who was interested in running for which positions in 2013 so we can start recruiting this summer. We vote in September for our 2013 board of directors so in-coming directors can attend our board mtgs in Oct, Nov, & Dec to make the transition smoother. A few long-term board members have decided to step down and I'm a little worried about the lack of historical knowledge. I will be one of the longest serving members of the board with only 3 years under my belt at the start of 2013. **SHAPE initiatives & updates:** Because our Student Chapter creation was one of our initiatives we are trying to determine what will replace it since we no longer have a contact at SOU. **Best Practices and other good stuff I want to share:** Nothing at this time, thanks! **Chapter requests for support or help from OSC:** None at this time, thanks!

Salem Chapter – Barbara: **Current events & news:** Deborah Jeffries attended the SHRM Conference in Atlanta Georgia on behalf of our Chapter board. We are beginning the process of recruiting SHRMA members interested in volunteer opportunities on our board. The board approved the appointment of Scott Cantu as President-Elect for the SHRMA Chapter Board. **SHAPE initiatives & updates:** We were awarded Platinum level status as a result of our efforts with SHAPE for 2011. We changed our venue and were honored to have SHRM's Eric Peterson (Manager of Diversity and Inclusion Initiatives) visit our group during a lunch meeting on March 14. We held a dinner meeting in May and had SHRM's Lisa Horn present to our group on Workplace Flexibility. Thanks to Deborah Jeffries for arranging for these guest speakers to present to our group while they were in Oregon. **Best Practices and other good stuff I want to share:** We recently began conducting 50/50 raffles at our monthly meetings and have found them to be very successful. We've raised close to \$300 for the SHRM foundation as a result thus far.

Willamette District - Natalie: None

Membership – Janeen: None

NHRMA Foundation Communication Director– Lisa: NHRMA Foundation Auction...please begin thinking about what you will be donating to the 2012 NHRMA Foundation Auction in Alaska. If you are not attending, please feel free to ask any of the board members who are attending to transport your auction item to Anchorage. If luggage is tight we can put all donations in a box and ship it to the hotel up there! Please, please...at least one item from each person!

March 7, 2013 – OSC's 11th Annual Labor and Employment Law Conference. Will be held at the Portland Convention Center again this year. Randy will be the chair for 2013.

SHRM Foundation Director – Laurie: Per our OSC call today (7-13-12), below and attached is some information and the contact information for Frank Alcorn regarding the HRCI approved Financial Education programming that is a win-win revenue generating opportunity for chapters and state councils. Please include at least the contact information for Frank in the minutes and then perhaps forward on the e-mail below and attachments as follow-up? However you see it working best is just fine. P.S. Mary Luddin in the e-mail below is the current State Council Director for Washington State. P.S.S. I have spoken with Frank directly off and on over the past couple of years. He seems very good to work with and passionate about the value-added topic provided through their program. It would be great if

maybe 2013 could be the year someone on OSC or in our chapters could be in a position to “make it happen”. ☺

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2011 State Council SHAPE Year-End Report

Reference #: 6648875
Status: Complete
Date: 2012-03-30 15:55:08
User: 65.122.252.1 (IE 8 - Windows)
Referrer: <https://fs16.formsite.com/res/formLoginReturn>
*** State Council Name:**
Oregon State Council
*** State Council State**
Oregon
*** Filer Name:**
Laurie Roe
*** Volunteer leader position with the State Council:**
State Council Director
*** Phone Number (xxx-xxx-xxxx):**
503-932-1800
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1.1 The 2012 State Council Leader Information Form (SCLIF) was submitted to SHRM by 12/1/2011.

1.2 All members of our state council were members of SHRM throughout the duration of their term of office.

1.3 Our state conference or other major state events (including co-sponsored programs) did not take place during the out period OR we did not hold an event.

1.4 The following financials are being reported in lieu of providing a full financial statement meeting the reporting requirement in our charter. The reporting period is 1/1/2011 through 12/31/2011.

	\$ (Please round to the nearest whole dollar)
Total State Council Income for 2011	\$70,642
Total State Council Expenses for 2011	\$65,421
Net Profit/Loss for 2011 (Income-Expenses = Net Profit/Loss)	\$5,222
Total State Council Assets as of 12/31/2011	\$68,507

1.5 Our state council displays the current SHRM "AFFILIATE OF" logo correctly, consistently and prominently on printed materials and web sites.

1.6 Our state council held a minimum of two meetings during the calendar year.

1.7 Our state council was represented at 50 percent (or more) of regional council meetings and conference calls by the state council director-elect or a designee.

1.8 We provided an opportunity for SHRM staff to present an update on the agenda of each state council meeting during the meeting. If not available, the SHRM update was presented by a member of the state council.

1.9 Our state council reviewed the bylaws as outlined in the SHAPE Planning Workbook.

1.10 All chapters in the state were encouraged to submit a 2011 Year-End Report to SHRM.

1.11 Our state council utilized the State Council Financial Support Payment Program funds paid in 2011 in accordance with the SHAPE Planning Workbook.

2.1 In the text boxes provided, describe each of your initiatives. Please limit your responses to a maximum of 200 words each.

2.1a. We conducted a Membership initiative. The description follows.

The Oregon State Council offered a price reduction for new SHRM members to get them to a total cost of \$99 for their first year membership. We had them join using the 1st time member discount and State Council would pay the remainder. We also utilized the at-large lists to make contact quarterly with all at-large members in the state to get them to join a local chapter.

2.1b We conducted a College Relations initiative. The description follows.

The College Relations Director coordinated May-July with University of Oregon students to develop a Student SHRM Group at the university. In December partnered with the state of WA College Relations Coordinator with a shared goal to build job descriptions and establish an annual calendar – looking for uniformity in student support both education and professional development between Washington and Oregon.

2.1c We conducted a Government Affairs/Advocacy initiative. The description follows.

Oregon was fortunate to be targeted as an early adopter state for the SHRM Advocacy Team roll out across the nation. Our Legislative Affairs Director, in partnership with local chapter leaders, coordinated an "around the state" opportunity for David Lusk to meet with HR volunteers at select chapters. Chapters hosted David Lusk to share about the program and engage grassroots advocates in our state through scheduled "Shaping HR Public Policy" sessions. Chapters hosting Mr. Lusk for presentations included Salem, (SHRMA chapter on October 11, the Mid-Willamette HR Association chapter (MHRA) on

October 12 in Albany, the Lane County HR Association chapter (LCHRA) in Eugene on October 13 (AM) and the Portland Chapter (PHRMA) on October 13 at their evening meeting.

2.1d We conducted a Diversity & Inclusion initiative. The description follows.

The Oregon State Council's Diversity Director, Daniel Killam, SPHR, serves on SHRM's Workplace Diversity Panel. In addition to his participation as a subject-matter-expert on the panel, Daniel participated in the annual SHRM Diversity and Inclusion Conference & Expo in Washington, DC. Through his connections with stage government, Daniel also championed a partnership with the State of Oregon for their annual Diversity Conference (September 27-28). Attendance at this conference has traditionally be exclusive for only state employees, however this initiative enabled a total of 200 seats to be reserved for SHRM members to attend at a reduced rate. A highlight of the conference was opening Keynote D.J. Eagle Bear Vanas, husband, father and internationally acclaimed motivational storyteller and leadership expert. He is also the author of the celebrated book *The Tiny Warrior: A Path to Personal Discovery & Achievement* which is printed in six countries.

2.1e We conducted a Workforce Readiness initiative. The description follows.

The Oregon State Council, in partnership with our Field Services Director Dianna Gould, coordinated with Lisa Horn, SHRM Senior Government Relations Advisor, to host delivery of the "When Work Works" presentation. An eBlast was sent out to SHRM members statewide to participate in Lisa's presentation. This webinar took place September 14, 2011.

Additionally, our Workforce Readiness Director Elizabeth (Beth) Ursin set forth an initiative to research a need to develop a Workforce Planning Tool Kit for HR Professionals who's roles include workforce planning, talent management and forecasting needs. The additional goal was to grow relationships within the workforce system statewide. The kit would be developed based on research and in partnership with those organizations moving forward on initiatives to create jobs in Oregon such as the Governor's Oregon Business Plan and regional Workforce Investment Boards while making a difference in local communities with youth and those who are unemployed or underemployed. Research findings reported to State Council in March 2011 confirmed a need for such a toolkit and providing great opportunity to connect with statewide chapter leaders and community (agency) partners to initiate the process. A goal for 2012 will be to initiate production, introduction and testing of the toolkits.

2.1f We conducted an initiative not covered in the topics above. The description follows.

Oregon State Council set forth an initiative in the Core Leadership Area (CLA) for HR Certification Institute Certification. Research was conducted with chapter leadership to determine if SHRM members at the local level would benefit from a centralized purchase point through the State Council for the SHRM Learning System kits. Input supported a need for State Council to not only play a centralized purchasing role (to take advantage of quantity discounts), but also that funding support for the kits from State Council would also be of value to help more members achieve their certification goals. This 2011 initiative has now become a new 2012 initiative to now put a plan into budget and motion.

Additionally, Oregon State Council actively promoted the SHRM Foundation at all events and initiated many opportunities to raise funds throughout the year. Please see section 3.4 for more details.

2.2 Our state council sponsored or co-sponsored a state leadership event for volunteers in our state or region.

2.3 Our state council held an annual leadership transition meeting, annual planning meeting and created/reviewed our

3.1 Our state council promoted the 2011 SHRM Annual Conference & Exposition.

3.2a Our state council offered prime booth space and a minimum of 15 minutes of podium time to SHRM staff for our s held in lieu of a state conference OR no event was held.

3.2b If an event was held, we are providing the following *required* information about the event.

	Number
In-Chapter SHRM Members	Unfortunately we didn't know this was required
At-Large SHRM Members	Unknown
Total SHRM Members (In-Chapter + At-Large Members)	Unknown
Local Members Only (LMO)/Nonmembers	Unknown
Students	6
Number of "sold" exhibitor booth spaces	5

3.3 Our state council maintains a web site, correctly and prominently display the SHRM "AFFILIATE OF" logo and a link we are in the process of creating a web site.

3.4 We made a monetary donation from the state council's funds to the SHRM Foundation in 2011 in the following amount:

\$2821.60

If you reported a monetary donation to the SHRM Foundation in 3.4 above, you may also be a SHRM Foundation State Council Champion if specific criteria are met. Please complete all that apply below. (Please note that this is a single reporting process and subject to verification by the SHRM Foundation. Your information will be forwarded to the SHRM Foundation on your behalf.)

a. Conducted a State Council Leadership Campaign encouraging council members to make individual donations with a p
AND

b. Completed one or both of the following (please check all that apply).

b.1 The state council's contribution to the SHRM Foundation increased by 10 percent or more over the 2010 contribution

b.2 Our state council held at least one special event to benefit the SHRM Foundation. Our event is described below.

Oregon State Council conducted several events in support of the SHRM Foundation including:

- * A total of five "50-50" raffles held at council meetings
- * One budgeted (outright) State Council donation of \$1,000
- * Raffle for an iPod and for a Kindle Fire held at our annual statewide Labor and Employment Law Conference March 8, 2011.
- * Donations by State Council and Council Directors to the NW HR Association (NHRMA) conference for use in their silent auction on behalf raising funds for the Foundation.

Additionally, Oregon State Council donated and iPad and also a Pendleton Wool Blanket for use at silent auctions held by SHRM for the Foundation in conjunction with the SHRM Leadership Conference in November and the SHRM annual conference in June.

3.5 Our state council promoted HR certification and/or re-certification.

We were unable to complete all requirements in Sections 1-3 and, therefore, are unable to qualify for award consideration

Bronze Award

We completed all requirements in Sections 1-3 and qualify for the Bronze Award level consideration.

Silver Award

We completed all requirements in Sections 1-3. AND,

We developed and implemented one additional initiative in Section 2.1 for a total of four initiatives. AND,

We developed and implemented a plan to increase SHRM in-chapter membership in the state. AND,

We promoted the SHRM Annual Conference & Exposition to the state council leaders to encourage attendance. AND,

We promoted utilization of the SHRM Learning System for certification preparation within the state.

By checking each of the boxes above, we verify completion of all listed items and qualify for Silver Award level consideration.

Gold Award

We have completed all required items in Sections 1-3. AND,

We developed and implemented two additional initiatives in Section 2.1 for a total of five initiatives. AND,

We promoted the SHRM Annual Conference & Exposition to state council leaders to encourage attendance and at least one council member attended the event. AND,

The state was represented at 75 percent of regional council meetings and conference calls by the state council director or another designated member of the state council. AND,

We created a statewide initiative to transition non-100 percent chapters to 100 percent status OR we are already a 100 percent chapter.

We developed and implemented a plan to increase SHRM in-chapter membership in the state. AND,

We hold "Membership Star" recognition for 2011 by maintaining our 12/31/2010 SHRM in-chapter membership count at least 2.9% over the 12/31/2010 in-chapter count as determined by the 12/31/2011 SHRM In-Chapter Membership Report. AND,

We promoted the utilization of the SHRM Learning System for certification preparation within the state. AND,

Our state council qualifies as a 2011 SHRM Foundation State Council Champion.

By checking each of the boxes above, we verify completion of all listed items and qualify for Gold Award level consideration.

Platinum Award

We completed all required items in Sections 1-3. AND,

We developed and implemented initiatives in all six areas of Section 2.1. AND,

We promoted the SHRM Annual Conference & Exposition to state council leaders to encourage attendance and at least one council member attended the event. AND,

We promoted utilization of the SHRM Learning System for certification preparation within the state. AND,

We created a statewide initiative to transition non-100 percent chapters to 100 percent status or are already a 100 percent chapter.

We developed and implemented a plan to increase SHRM in-chapter membership in the state. AND,

We hold "Membership Super Star" recognition for 2011 by achieving a net increase in our SHRM in-chapter membership count over the 12/31/2010 in-chapter count as determined by the 12/31/2011 SHRM In-Chapter Membership Report. AND,

Our state council qualifies as a 2011 SHRM Foundation State Council Champion AND 100 percent of our state council members are members of the SHRM Foundation in 2011. AND,

The state was represented at 100 percent of regional council meetings and conference calls by the state council director or another designated state council member. AND,

Our state council served as a resource to the state or media on HR issues and made an impact regarding state or federal HR issues.

By checking each of the boxes above, we verify completion of all listed items and qualify for Platinum Award level consideration.

SHRM Field Services Director Report – Dianna: SHRM’s CEO, Hank Jackson’s, response to Oregon SHRM Chapter President’s inquiry about SMFT (SHRM Members for Transparency) update:

I am writing to follow up on your request about how best to respond to a survey questionnaire and results that you and other volunteer leaders received from a group implying an affiliation with SHRM. Thanks for asking about this before you took any action.

First, I wanted to let you know that we are aware of the group’s survey related to SHRM. We are not involved -- nor do we endorse -- this effort. It is not a SHRM document and to research professionals this appears to be a commentary as opposed to an actual survey instrument; nor does it support any SHRM initiatives to advance the profession. Also, we are not surprised by the timing of this survey. This group typically piggybacks off of big events -- like the SHRM Annual Conference -- to try to promote its agenda to the SHRM membership. As indicated in the first bullet below, please be aware that we have responded to their issues and you are under no obligation to respond to the group’s survey, the survey results or any other matters related to the group on behalf of SHRM or its chapters.

With respect to responding to SHRM chapter members, you should feel free to share any of the information below. *Ideally, we hope that you would do so through phone calls or in-person meetings to ensure that there is feedback and an exchange of ideas.*

The SHRM Board and management have listened and responded to members of this Group on the same or similar issues since 2005. Only last month I spoke with their spokesperson and in our prior conversations, I listened to all of their concerns; our Board Chair discussed the Group’s concerns with their spokespersons. In addition, group members personally wrote to all SHRM Board Members and they shared their concerns with the MAC. After our discussions, many of the respected members of the group informed us that they would no longer associate with the group.

All decisions made by the SHRM Board have been made in the best interests of SHRM, its members, and our profession, and have been based upon extensive deliberation, and expert professional advice.

The Board has been unwilling to make HRCI certification an absolute requirement for each and every member of the Board because such a policy would unduly limit SHRM’s ability to have a Board comprised of individuals with many different and important areas of expertise, which is a best practice for high performing organizations. Be assured that this practice will always allow for a sufficient number of certified members on the Board to represent the HR profession.

SHRM has made great strides over the past decade. Notwithstanding a very difficult economic climate, our membership continues to grow and now exceeds 260,000 members. Recently, we had the highest member satisfaction survey results, ever, while revenue continues to exceed our budgeted expectations. We have just concluded one of the most successful Annual Conferences in Atlanta with over 13,500 attendees. With this success, what’s more exciting is that we are publishing standards for the profession and have just released a new set of

professional HR competencies, which has been well-received and was commented on by 32,000 members, the largest SHRM survey response ever.

We realize that reasonable people can and will disagree on some issues and that all members are entitled to raise concerns they have. Nonetheless, the issues raised by this Group have been exhaustively heard by SHRM management and the Board and we have explained the reasoning behind our decisions. SHRM is excited about the future and our role in leading the profession and we will continue to move forward with your support. We respect the input from those who have contributed to SHRM in the past and hope they appreciate that we have made decisions based on the rapidly evolving global environment SHRM and its members, and all businesses face today, which is very different from 15 to 20 years ago.

I hope this helps explain what's going on. And please call us anytime if you need guidance on responding to this group. We really appreciate your feedback and the heads up.

Best regards,

Henry G. (Hank) Jackson
President & CEO
Society for Human Resource Management

ACIP & SHRM Join Forces to Tackle the Most Pressing Global Talent Management Issues: With Strategic Affiliation, Associations Create Advocacy Powerhouse for Employers on Global Mobility Issues

Effective July 1, 2012 the American Council on International Personnel (ACIP) and the Society for Human Resource Management (SHRM) have formed a new strategic affiliation to create unparalleled thought and advocacy leadership on the most pressing global talent management issues of the future. "The fundamental issue at the heart of this affiliation is helping organizations find highly educated talent – wherever they are. The race for the best and brightest talent to fill critical skills shortages and meet business needs has never been more competitive, and employers need to be smarter and more strategic in talent management and immigration. The ACIP-SHRM affiliation will help them do that."

"SHRM's size and resources, and ACIP's expertise and influence on global talent mobility issues, make us a force that must be heard on immigration issues," said SHRM President and CEO Henry G. (Hank) Jackson. "As a result, we will be more effective in public policy debates, more responsive to our members' needs and more capable of creating the workforce of tomorrow." The organizations cited recent data showing the difficulty employers are having and will have in their search for the skilled employees who will help them meet their strategic business needs:

More than half of employers (52%) surveyed in a recent SHRM poll said that they are having a difficult time recruiting for specific jobs.

According to the same survey, those difficulties are particularly acute in manufacturing, where 68% of respondents have a difficult time filling specific jobs, and in high tech, where the percentage is 71%.

A study by the MetLife Foundation and Civic Ventures concluded that by 2018, the United States will have as many as four million open jobs – ALL of which will require skilled workers. “Part of SHRM’s long-term strategic growth plan is to be a global resource for HR professionals. The new affiliation with ACIP allows SHRM to immediately have a greater reach into critical global talent mobility issues,” said SHRM Board Chair Jose A. Berrios.

About the American Council on International Personnel:

The American Council on International Personnel (ACIP) represents employers working to speed U.S. economic recovery, create new jobs for all Americans and advance American innovation. Our members are companies, universities, research institutions and organizations that employ the critical talent that has and will continue to build the U.S. economy and raise the standard of living for all Americans. We build the workforces necessary to keep America on the cutting edge of worldwide innovation and leading the global economy. Learn more at www.acip.com.

SHRM/AARP to Co-Sponsor 2013: SHRM will co-sponsor AARP’s 2013 “Best Employers for Workers Over 50 Award.”

AARP will be accepting applications for this prestigious award through November 12, 2012. It honors 50 U.S. organizations that offer outstanding policies and practices for workers age 50 and above, including flexible work options, training opportunities, and competitive health and retirement benefits. The winners will receive their awards during the 2013 SHRM Annual Conference in Chicago.

Why is this announcement important to you and to SHRM? You can help us spread the word and encourage your HR colleagues to bring this opportunity to the attention of their top management. If their organizations are among the winners, their efforts will receive significant media attention and well-deserved recognition from AARP and SHRM. In this way, you can strengthen your local and state HR relationships and contribute to our goal to advance the HR profession.

Applications for the 2013 Best Employer Award can be submitted at www.aarp.org/bestemployers or www.shrm.org/aarp. Please share this information with your chapters.

The SHRM co-sponsorship is one of several initiatives under the SHRM-AARP partnership, which was created in 2010 to increase awareness about older worker issues and to provide resources and strategies to address these issues.

2012 SHAPE – The 2012 SHAPE document for Chapters & State Councils is now available at <http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/SHAPE.aspx>. Now would be a great time to do a review and see how you are doing on your SHAPE goals (e.g. have you reviewed your bylaws yet this year?). You can start documenting some of your successes and accomplishments now so you don’t have to wait until the end of the year. Please note that **1/31/2013** is the deadline for completion of the SHAPE document for **both** Chapters and State Councils this year.

