

SHRM State Council Meeting

May 3, 2013 (10:00 am – 3:00 pm)

Hosted by

Rogue Valley Chapter

Smullin Health Education Center 2825 E. Barnett Road - Medford, OR 97504

Attendees: Kathy Sharp, Dianna Gould, Deborah Jeffries, Robin Conrad, Ron Guerra, Alan Cabelly, Natalie Eggert (Willamette District), Eve Logsdon (PHRMA), Melissa Vigil, Christina York, Scott Cantu (SHRMA), Shannon Stuver (Rogue Valley), Stacey Poor (LCHRMA) Lyndell Smothers (Central/Southern), Gayle Young.

Guests: Ainoura Oussenbec, Rogue Chapter Diversity Director; and, John Underwood, Rogue President-Elect.

Phone attendees: Janeen Hilbrink, Susie Galloway (Klamath), Sharon Borgardt,

Absences: Cheryl Berger, Randy Sutton, Cheri Billard (LCHRA), Eileen Fletcher (Columbia Gorge), Willis Cook (Douglas), Kathy Moore, Nancy Gammond-Moody (HRACO),.

Professional Development 10:00 – 11:30: Fierce Conversations presented by: Jean Bonifas of Springboard NW, LLC. Approved for 1.5 General HRCI Certification Credits.

Approval of February 2013 Meeting Minutes: Ron moved to approve, Christina seconded. The February 2013 meeting minutes were unanimously approved by board members.

Budget Report - Christina Current Balances.... Checking \$6295.35 and Savings \$67,552.14. See report attached. Currently still writing checks for meeting reimbursement, she is trying to get payments made online. Also, opened a PO Box for OSC to help keep records straight. The savings account is not earning a great interest rate so if you know of any ideas regarding ways to help grow the savings account balance, contact Christina.

State Conference Recap - Fabulous conference! \$3,250 income from sponsors thanks to Robin and Alan, thank you to them for efforts. Robin reports and additional \$500.00 coming in late. Kathy discussed logistics for next year, maybe need to adjust to better position sponsors. Robin will send an update to include with these notes. Sponsors were pleased with the contacts they made at the conference. Alan asks for feedback from everyone. Dianna said vendors asked if they were included to have lunch, she said some of them did not realize they DID get lunch. Logistics and where restrooms are as well as space (cannot get any bigger next year to keep at this location maximum 320 attendees allowed). March 6, 2014, has been reserved for next year's conference. Expenses were considerably less than prior year (Expenses were \$46, 263.00 in 2012). Other facility options were out of the budget range. Other details will be worked on this year to improve overall experience for next year. Theme for next year is being voted on at this time.

SHRM Field Services Director – Dianna LARGE birthday cards are being sent to chapter leadership... SHRM is asking for the card to be signed by as many members as possible and then sent back to SHRM for display at the National Leadership Conference. Pac West Team staff... down to Dianna only... Karen Verrico is leaving and SHRM is looking at position assignment at this time. The person will need to reside in California to qualify for the position. Tammy is doing several jobs at once so she may be difficult to reach at times. Dianna is the main contact right now. IRoster project has been shelved. Continue to request reports from Tammy until further notice. Next year, PacWest Student Conference may be in one of Dianna's states... she hopes to have it in Oregon. Discussion included available funds for OSC and chapters for development. NHRMA awards nominations are being asked for at this time - see their website. In chapter membership report was handed out. Dianna discussed information on the report and how to use it to assess chapter membership stats. Group discussion ensued regarding resources and opportunities to increase chapter membership.

Director & Director Elect – Kathy & Deborah Kathy – still trying to find a communications director, Kathy wants to migrate the OSC website to the SHRM website. The migration would save the counsel about \$625.00 annually. Scott and Shannon said they just recently migrated their chapter websites. Cheryl Berger will step down in 2014 as college relations director. If anyone has contacts that may be a good replacement, let Kathy or Deborah know. OSC's non profit status has not yet been completed, so Kathy is working on getting registered with the State of Oregon and getting the non-profit status request filed. Also, the counsel has not filled taxes at least the past couple years. Kathy and Christina will work with an accountant to resolve this issue and bring our tax status current. September's meeting will be the leadership meeting and we would like to have it in Eugene again this year. Natalie has agreed to work with the Lane Chapter or find a meeting room for us. The December 6, 2013 meeting location was discussed and it was decided that the Portland Chapter will host. Eve will find us a location.

Deborah – Asked who is attending the October NHRMA conference in Tacoma, WA... reminder to REGISTER! Also, who plans to stay on the SHRM OSC board in 2014? Let Deborah know asap so she can start planning and recruiting

Budget Discussion/Adoption – Kathy & Christina Want to discuss budget (see handout). Input and suggestions from OSC regarding what should be trimmed back or eliminated are welcome. Discussion ensued regarding prioritizing dollars spent on a variety of conferences and meetings. Student support, Kathy would like to vote today about where to spend monies on student support. PSU request is \$3,000.00 (this is half of what was spent in 2012) for the national SHRM conference. The council has donated \$1000 to the NHRMA Case Competition for the past 2 years and Dianna asked if \$500 could go to the NHRMA case competition and \$500 to PacWest for 2014. Discussion continued regarding how best to support student chapters.

Point was raised that much discussion has been around cutting back, what about ideas to increase revenue for OSC? Talk continued about ideas for other conferences or speakers that would draw enough additional income to support the effort. One idea was proposed that we possibly produce a CD or webinar that HR people around the state could benefit from.

Discussion ensued about the need for more opportunities to get strategic HRCI credits and how we might leverage strategic credit offerings.

Kathy proposed to give student chapters as follows: Willamette \$2,000; PSU \$2,500; and U of O \$500, and OSU \$250 (if they have a program by fall) Kathy motions to allocate these amounts for student chapters to use in 2013. Shannon seconded. Motion approved by OSC.

Two committees were formed around the budget. One committee will work on revenue generating ideas, which Ron Guerra will chair. Members include: Melissa Vigil, Robin Conrad, and Stacey Poor.

The second committee will work on a recommendation for student chapter funding. Eve Logsdon and Kathy Sharp will meet to brainstorm ideas and put together recommendations about – purpose of student support, council expectations of student chapters, and an equitable allocation formula that is inclusive of all four student chapters.

Core Leadership and Chapter Support “Free-for-All”: Everyone –

(Ran out of time for a full hour for chapter updates, etc.)

Legislative Update – see report handout (attached).

Action Items: Ron & Melissa volunteered to lead a sub committee regarding income generating ideas. Robin and Stacey will also participate. The group will brainstorm and send out a list of ideas for OSC to look at.

Group discussed utilizing SHRM hosted websites to save website fee costs, and agreed to have a conference call off-line with Kathy, Scott, Shannon, John Underwood, Melissa, Deborah, and Lyndell.

Kathy asked Eve to help look at ideas for student chapters.

Meeting adjourned at 3:05 pm.

The next OSC meeting will be Friday, July 19, 2013, 10 am - 12 pm (via phone conference).

Core Leadership – Director Reports

Legislative Director – Randy: See attached update.

Conference Co-Chairs – Robin/Alan: See attached feedback report from the 2013 conference.

College Relations – Cheryl: May 3, 2013 College Relations Liaison Report. Sorry to not be in attendance at the May 3 Council meeting-I will not be able to dial in either. I will miss seeing you all. Colleges are winding down for the summer break; students are disbursing to internships, some are heading home and others have graduated. Report out of PSU:The PSU Chapter was fortunate to have won the NHRMA Case competition - Yea! This is really an accomplishment as the judging is pretty tough and competition steep. Congratulations to PSU on this stellar accomplishment.

With this win, there is a change to PSU HRMA request from the State Council for financial funding. In the past, PSU has requested \$6000.00, which OSC has graciously support. For the 2013 year, though, PSU will only be requesting \$3000.00. This amount could possibly be further minimized based on the return on Casino Night (May 3 - Portland)-a prime fundraiser for PSU.

This will certainly leave opportunity for additional support out to the other chapters as they begin their fall scheduling and planning. Due to a combination of issues, I have been on an active search for a replacement. I believe I may have a candidate. I have been in discussion with a Portland located HR Professional who graduated with an MBA, focus in HR, from Willamette University, Atkinson Graduate School. We plan to work over the summer bringing her up to speed with schedules and expectations. She and I will travel to the schools this fall, meeting the student groups and in general getting her feet under her. I plan to introduce her to the Council this fall. I hope to see her installed in the College Relations Liaison role this next election cycle.

District Director and Chapter Reports

Rogue Valley – Shannon: Reporting Period: May 3, 2013 **Chapter Name:** SHRM - Rogue Valley Chapter **Submitted by:** Shannon Stuver, 2013 Chapter President **Chapter current events & news:** We are putting on a full-day legal seminar on Thursday, May 16th this year. We are hoping to get 6.5 credits for it. **Chapter requests for support or help from OSC:** If anyone has had experience using the “Square” for chapter programs, please let me know. We are talking about looking into it.