SHRM State Council Meeting

November 30, 2012

1:00 pm – 3:00 pm

Hosted by LCHRMA Chapter

Lane Community College 4000 E 30th Ave, Eugene, OR 800-745-6370

Attendees: Randy Sutton, Kathy Sharp, Scott Cantu, Gayle Young, Lisa Snively, Deborah Jeffries, Cheryl Berger, Natalie Eggert (Willamette District), Lyndell Smothers (Central/Southern), Christina York (PHRMA), Eve Logsdon (PHRMA), Shannon Stuver (Rogue Valley), Dennis Carr (LCHRA), Robin Conrad, Eileen Fletcher (Columbia Gorge), Sharon Borgardt (Lower Columbia), .

Phone attendees: Janeen Hilbrink,

Absences: David Briggs, Jennifer Palmer (Klamath), Melissa Vigil (MHRA), Mikaela Baird (Douglas)

**Approval of September 2012 Meeting Minutes:** Christina moved to approve, Shannon seconded.The September 2012 meeting minutes were unanimously approved by board members.

**Treasurer’s Report:** Scott reports balances 2012 to date. One outstanding check remains. SHRM Foundation grant will arrive in January 2013. Most expenses generated after the September meeting were related to conference attendances. Four students were sent to the NHRMA conference and chapter support. Legislative conferences were higher in 2012. Next year, the expenses should be less for that conference. Cost for the 2013 legislative conference will be less due to new venue. Scott added that checks are coming in for the 2013 law conference already and that amount will be reflected on the next report.

Lisa motioned to approve the budget report, Lyndell seconded. The treasurer’s report was unanimously approved by board members.

**SHRM UPDATE:** Dianna –reported that the2013 SHRM Conference is June 16-19 in Chicago. If a group of 25 or more is going from Oregon, there is a discount. Lyndell suggested if a group of significant number attends national convention that someone reserve a room for the Oregon group to meet for lunch or networking etc. For those attending the Chicago conference, Randy suggested staying a day or two extra to sight see. The chapter leader information form is due tomorrow, December 1, 2013. Dianna asks if everyone can turn those forms in asap. For chapters turning in SHAPE, that is due in January 2013. Use chapter name and chapter number for login id. SHRM Foundation, on checks to this please write your chapter number or OSC in the memo section of your check. There are only 2 staff at SHRM handling these transactions and tracking where the credit is given. HRCI information, anyone who has taken the tests and been unsuccessful can access a mentor. hrci.org/mentorprogram. Folks can also serve as a mentor and receive credits. As of January 2013, if anyone wants updated handouts from HRCI for your local event, go online and many forms are online in pdf form or if you order items, must pay for shipping. SHRM logos must have R and not TM anymore. Please check your logos and make sure you are using the most updated one. Chapter operations survey will be sent to chapters December 10, 2012. Dianna will send out a SHRM update next week. Audit letters have been going out from SHRM to chapters. Letters will outline the percentage of the chapter. If the letter is less than 90%, it is under the acceptable affiliation rate. A list of names will be provided of who is not a SHRM member in the chapter. You can correct the roster, or call the members to check on status. This number is important for your chapter financial support ($20 per member per year is returned to the chapter). By-laws, take a look at them and there is a process to make changes (SHRM must review & approve) this process can take a couple months. Keep by-laws simple and set up an operations manual. Randy said that for OSC there was a review done of the by-laws by a partner in his law firm, good idea if chapters can have this done. Local Worksource offices have the 2012 Oregon wage information booklets available upon request.

**Director & Director Elect Reports:**

Randy – handed out 2012 OSC board thank you awards.

Kathy – we need to elect a couple of vacant 2013 OSC board positions. Deborah Jeffries is the nominee for 2013 Director Elect. Christina York is the nominee for treasurer. Natalie moved to nominate. Eileen seconded. Board members unanimously approved. Kathy handed out the flyer for the February 28, 2013 SHRM Stoel Rives Employment Law Conference in Portland. OSC board meeting will be held the afternoon before at HR Answers in Tualatin. Lisa stated that the OSC donates a free registration to the conference for each chapter to raffle off. The money made from this event should be sent to SHRM Foundation on behalf of the chapter. Send Robin any names of potential sponsors for the 2013 conference. Kathy passed around the info for the NHRMA conference in Tacoma, WA, October 9-11, 2013. The 2013 OSC calendar of events was emailed out earlier. There are some meeting locations still to be determined. The info will be updated and resent. Kathy handed out notebooks to each chapter president to write in and pass along to their successor.

The next OSC meeting will be Friday, January 18, 2013 at Illahe Country Club with an after-hours gathering at Randy & Tari Sutton’s home.

**Best Practices Free-for-All:** Randy led the group with the Government Affairs update. This year will be more active in Legislature in regard to Employment Law. Randy will be keeping OSC informed about Legislative updates through 2013.

Dianna can provide government updates on the national SHRM level. Dianna thanked everyone for their service and support.

Eileen asked if any SHRM or national speakers are scheduled to come back in 2013. Most likely the event would happen the second half of the year. Deborah was working on a list of speakers and she will email it to the group. Some discussion ensued regarding possible speakers that several chapters know about.

Sally is working with a “work ready committee” and she sees it as an opportunity to network.

Christina PHRMA is partnering with Portland Business Journal for annual HR awards. Nominations can be submitted online on the PHRMA website.

Meeting adjourned at 2:34pm.

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**Core Leadership – Director Reports**

**Membership Director – Janeen: N/A**

 **Legislative Director – David: N/A**

 **Workforce Readiness- Vacant: N/A**

 **SHRM Foundation/Communications/Conference Chair – Lisa: N/A**

 **Past Director/Conference Chair – Laurie: N/A**

 **Diversity Director – Daniel: N/A**

 **College Relations – Cheryl: N/A**

 **Professional Development – HRCI: N/A**

**SHRM Update – Dianna: 1.)SCLIF & CLIF** - Reminder Chapter Leader Information forms (CLIFs) and the State Council Leader Information form (SCLIF) is due tomorrow – December 1, 2012. Even if you do not have your entire slate of officers confirmed, please send in information on those positions that are confirmed.2) **HRBP and HRMP** – Have you heard about the new credentials being offered by the HR Certification Institute – the Human Resource Business Professional (HRBP℠ )and the Human Resource Management Professional HRMP℠? Are you wondering how they are different from the PHR® and SPHR®? Or how they might impact your own credentials? First, let me say that these credentials are only for non-US HR professionals. The HRMP and the HRBP will not be offered in the US. The HRBP, Human Resources Business Professional, is a credential that is similar to the PHR, the Professional in Human Resources. The test covers most of the same content areas as the PHR and is similar in format. However, there is one HUGE difference – **it does not cover US Law**. The HRMP credential is similar to the SPHR; again, it does not have the US Law component. In order to qualify for the HRMP test, the candidate must verify that he/she has a working knowledge of employment law in their local region. They can meet this requirement in several ways, including holding a local or national HR certification, having a degree in HR or taking a course in employment law. Beyond that, the candidate must qualify to take the test with experience and education, just as we do for the PHR and SPHR. All of the requirements are listed on [www.hrci.org](http://www.hrci.org)/global. Effective January 2013, HRCI will be rolling out a mentor program. This program will match up individuals who have taken an HRCI exam and were not successful in passing with a mentor to help them prepare to retake the exam. Information can be found at [www.hrci.org/mentorprogram](http://www.hrci.org/mentorprogram).Effective January 2013 HRCI information and marketing collateral will be available to be ordered on-line at [www.hrci.org](http://www.hrci.org) . There is no cost for the materials but a chapter/state council will have to set up a UPS for Fed-Ex account and will be responsible for the shipping costs.3) **SHRM Logo** – Trademark vs registrata mark. Please review your websites and any other materials (e.g. agendas, flyers advertising events, etc.) to ensure the correct SHRM logo (the registrata) is being used. There is an updated Graphics Guide that you can access at <http://www.shrm.org/Communities/VolunteerResources/graphicsguide/Pages/default.aspx>.

4.) **SHRM Foundation** – Tip: If making a donation by check on behalf of the chapter, please put your chapter number on the check. It will help ensure that your donation is credited to your chapter. 5) **SHAPE** – 2012 SHAPE submission date is 1/31/2013 for both chapters and state councils. Tip: Chapters use your chapter number as your I.D. and password: leader. Keep that consistent every year and that will make it easy for new people to log in to complete the form year end and year out. 6) **Chapter Operations Survey** – The results from this year’s chapter operations survey will be available the week of December 10. Be on the lookout for a link to a brief webinar and the actual survey results on the landing page of the volunteer leader resource center.

**District Director and Chapter Reports**

**Columbia District Director – Vacant: N/A**

**Central/Southern District Director- Lyndell: N/A**

**Mid-Willamette District Director –Natalie: N/A**

**Central Oregon District – Sally: N/A**

**Columbia Gorge District – Eileen: N/A**

**Douglas County District – Mikaela:**  Chapter Events & Current News: July – Program was on Wolf Creek Job Corps Career Transition, presented by Tracy Placido and George Shaffer. August – Roundtable discussion. Members bring topics of interest (usually issues they are dealing with at work) to bounce ideas off with other members. September – We were scheduled to do mock interviews and resume review workshop for Wolf Creek Job Corps students, but they rescheduled for November. We did roundtable discussion. SHAPE initiatives & updates: In November we will be doing a workshop for the local Job Corp youth on interviewing and resumes. 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: N/A**

**Lane County District – Dennis: N/A**

**Lower Columbia Chapter – Sharon:** Current events & news: Our 2013 officers have been elected, with one new member joining the Board of Directors. Stacey Poor, Communications Director attended the SHRM Leadership Conference and returned with many new ideas and a better understanding of chapter leadership responsibilities. We continue to have low attendance at luncheon meetings and had to cancel our September meeting due to low attendance, the second canceled event this year. In October we held our annual benefits meeting to review Health Care Reform and emerging trends with health care plans. In November we hosted a half day Diversity Workshop, with Norma Hernandez presenting on “The Challenges of Diversity in the Workplace.” About 25 people attended and found the presentation to be excellent. The workshop focused on the following learning objectives: Awareness of the issue of diversity at work; its meaning, dimensions, implications, and applications; Appreciation and acceptance of the practical aspects of diversity and its benefits; Understanding the business case for diversity at work and the impact of diversity on the organization as a whole; Developing practical skills for working effectively at all levels with people who are different ; Helping create a culture that values differences and inclusion in the workplace. Norma is available to speak for the OSC at no charge due to the financial assistance she received to obtain her certification in diversity. She is certified in Diversity at Work, Employee Engagement and Emotional Intelligence and is an engaging, dynamic speaker. Her presentation to our chapter was 4 hours and she could have easily filled an entire day. SHAPE initiatives & updates: We are focusing on succession planning and are in the process of changing our bylaws to allow 2 year terms with alternating expiration so only about half the board turns over each year. Best Practices and other good stuff I want to share: None. Chapter Requests for support or help from OSC: We continue to ask for support on meeting attendance and member growth; these are both challenging areas.

**Mid-Willamette Chapter – Melissa: N/A**

**Portland – Christina: N/A**

**Rogue Valley – Shannon:** **Chapter current events & news:** Our chapter voted and approved to charge for non-member attendees to our programs. They will be charged $5.00 more than the member fee. Our 2013 board of directors was finalized. We have a president-elect! **SHAPE initiatives & updates:** N/A **Best Practices and other good stuff I want to share**: N/A **Chapter requests for support or help from OSC:**  N/A

**Salem Chapter – Barbara:** We’ve held our elections and have our new slate of officers for 2013.  Scott Cantu will be assuming the Chapter President’s role effective January 1.  We are seeking a Professional Development Director.  We are working to achieve Platinum status once again for 2012, and will be holding our transition meeting in December.