

October 14, 2018 State Board meeting

Sunday, October 14, 2018

9:03 AM

Meeting called to order 9:08 am - Tiffany

Josh

Alec

Lisa Duffin - CM SHRM President Elec

Dan Wagner - Foundation Director

Omega

JD

Amy Haney - NHRA

Aly Daliney

Laurie Ambohrn NorthStar

Donna

Christine

Larry

Rebecca Rowe - Winona

Lori Media - Workforce Readiness

Sue Kruse

Sarah Gaspirini

Jewel

Nancy

Christina

Tiffany

Minutes reviewed - Jewel

<<MNSHRM State Council Meeting Minutes July 11 2018.pdf>>

Motion to approve - Josh 2nd- Donna Approved

Financials reviewed - Christina

<<MNSHRM September 2018 Financial Reports.pdf>>

Motion to approve - Tiffany 2nd - Josh Approved

CLA Updates:

Sarah Gaspirini - Certification 15 total general HR credits for State Conference / 15 Business Credits for HRCI have to attend business sessions. SHRM apply once for 15 credits. On the website for how to apply & under the document section the information is available on how to apply. End of week certificates will be sent out to all attendees. Chapters must recertify for providing certification credit provider for 2019 due by November 15, 2018.

Nancy mentioned that there are several people who have let their SHRM certification lapsed, if there is someone who has lapsed have them talk to Nancy asap and she will assist.

Larry Burguesi - Legislative - Get out the vote, big issues at SHRM level is workplace flexibility, FLSA, addressing harassment, don't need more laws, enforce the ones in place, more training, compliance.

Section 127 proposal to double that, tuition loan payback from employers and same tax benefit. Immigration, labor side issue to aid with unemployment numbers (high) as employers how do we encourage people to move here and join the workforce.

Donna Richardson - Membership Up in members SHRM in chapters. Encourage to rock their networks, people attending the conference who are not in chapters on the back of badge it has recommendations for who to connect with. 200 people at large attending conference not designated to a chapter. Chapter Presidents /Board members to help people get to tables to have some organization and direction at breakfast.

Josh Rock - College Relations 30 -35 student attendees, down from last year in part due to TCRA student event in 2 weeks. New chapter with Dakota County Technical College / Inverhills Technical College - joint chapter

Lori - Workforce Readiness Selected as a inclusion captian for national SHRM 50 selected across the US. SHRM foundation has a grant to hold inclusion diversity training to train on how to train and give back to 250 professionals in 2019. Focus right now on Veterans.

Dan - Foundation Director - Vetern initiavtes very big focus right now. Several initiatives for veterans, there is a lot of good information on the Foundation website, scholarship SHRM foundation can manage your program for you. Chapter giving time of year. During VLS states with 100% of chapters giving will be recognized, contributions need to be made by November 2nd.

JD - Technology/Communications - This year a lead generation feature for the exhibitors/sponsor. Job postings now on app, agenda is now embedded so any changes made are instantious on the website and app. New website went live this year. Speaker webpage this year, all bios and headshots show up on their own page. Not sending out surveys after every session this year, survey at end.

Tiffany comment absolutely thrilled with advance with technology with app and webpage.

Alec Beck - Legal Very little to report, reviewing a lot of by-laws for chapters. Available if any need arrises.

Aly - Conference - Thank you for everyones help. Still looking for volunteers, 76% of slots filled. Electronic sign up went smooth and worked.

Jewel Director Elect - Volunteers needed for breakout speakers and breakfast event on Monday, get board and chapter members to help as well. Conference team under Ally's leadership has worked extremly well this year and thank you for all of the work that you have done. Christine will man the help desk area and let us know what you hear from attendees on how things went. Will have a debrief and then start planning for 2019 in Rochester. Drawing on for registration for next years conference and announcement for next years theme on Tuesday at end of speaker. VLS in November will be following up with chapter leaders on who is attending and January Leadership conference on Martin Luther King weekend.

Tiffany - Huge kudos to Ally for doing such a wonderful job on putting the conference together with the committee and thank you to the committee. Has 10 gift cards that say You Rock for outstanding people.

Nancy Conway - Sent out pdf update.

<<NC Regional Council Webinar 09.12.18.pdf>>

Cliff and State Cliff due by December 1, 2018. Information is needed by SHRM to provide needed information to chapters and state councils. Discussed VLS in November 2019 Chapter President, State Director Elect, State Director, State Membership, State Certification invited to attend. If you have someone who cannot attend but have someone in the succession plan, contact Nancy and she can get them in the system. SHRM wants to invest in you, SHRM volunteers leaders, let Nancy know if you have any questions. Location a new at the Gaylord, returning to the Gaylord has really been built up. Best airport to fly into is Ronald Regan airport. The SHAPE is a required form for every chapter & state due January 31, 2019, details on the update. Videos from SHRM that are airing on major news networks and at major airports, Johnny C. Taylor, Jr. President/CEO of SHRM covering 3 different areas that SHRM is focusing on. Need to review chapter websites and look at pointers in updates on how to improve your website. Podcasts from SHRM - Honest HR. Fall SHRM seminars in Kansas City end of November, Nancy has a discount code. HR strategy Nov 28 & 29 SHRM Cert Prep Nov 28 - 30. SHRM annual conference June in Las Vegas. SHRM volunteer leaders register \$1125 until Feb 1st and then will increase, SHRM gets the names from CLIF for discount. Look at chapters value proposition and help understand the value of belonging to a chapter, information in update. New partnership with Jobs for America's Grads, developing a partnership.

Jewel - State Council Positions: Director - Elect Christina Hogan current Treasurer (stepped out of the room for vote) voted in as Director Elect.

Treasurer will be open with Christina's role change the position will be open. One individual has expressed interested in the role - 2 year term.

Diversity/inclusion Director - Deanna has stepped down so position is open. If interested in either position please contact Jewel.

Nancy - looking for HR Storyteller at VLS. Sarah G. also looking for certification stories as well.

Chapter updates -

Sue Kruse - **Foundation event in November**

Meeting Adjourned - Tiffany 10:24am