

## January 2020 MNSHRM State Board Meeting

**Sunday, January 12, 2020**

**Meeting called to order 12:35 pm – Christina Hogan**

Attendees: Christina Hogan, Tiffany Kuehl, Donna Richardson, Christine Strak, Carrie Patton, Julie Schulte, Sarah Gasparini, Tracy Overson, Justin Terch, Jennifer Allen, Lori Meader, Rebecca Grunig, Dorinda Kruggel, Ali Delaney, Dan Wagner, Tyler Schafer, Theresa Severance, Alec Beck, Omega Szweduik, Angela Mortezaee, Andy Bertram, David Bergin, Lori Amborn, Amy Haney, Chris Robson, Cassie Kohn, Scott Haime, Becky Lauseng, Rebecca Rowe, Nancy Conway, Delight Deloney,

Absent: Katie Hallstrom

### **Secretary/Treasurer Update – Carrie Patton**

2019 Financials reviewed – approved by 1<sup>st</sup> Amy Haney and seconded by Donna Richardson

December Meeting Minutes review - meeting minutes were approved 1<sup>st</sup> Justin Terch and 2<sup>nd</sup>, Cassie Kohn

Carrie reviewed information regarding our investment strategy with CD's and noted that the E-Board is working with Wells Fargo to determine a more responsible approach.

Carrie/Christina also reviewed the 2020 Budget.

- Expenses – Added CLA's and Awards, as well as a new marketing role for MNSHRM
- State Conference – increased speaker fees; to add more paid speakers to increase quality of speakers
- Leadership Conference – reviewed budget for leadership conference
- 2020 Budget was approved by 1<sup>st</sup> Sarah Gasparini and 2<sup>nd</sup> by Tiffany Kuehl

Patton introduced Julie Schulte as the 2020 Secretary/Treasurer.

### **Alec Beck – Legal Update**

No updates from Beck

### **Christina Hogan– Director's Report**

Hogan welcomed attendees and reviewed dates of MNSHRM conference, SHRM National Conference, CLA Webinars, Strategic planning session, monthly chapter president calls, and state board meetings for 2020.

### **Carrie Patton– Director Elect Report**

Patton presented as noted above, no further information presented.

### **SHRM Updates – Nancy Conway/Delight Deloney**

Conway introduced Delight Deloney as MNSHRM's new Field Service Director and thanked MNSHRM for their support in her role. Delight will cover NE, IL, MO, IA, MN, KS, Bermuda and the Bahamas.

Delight shared information on several interactive member benefits and resources on SHRM's website. She also shared information on the new Specialty Certification options being offered from SHRM.

Specialty credentials are offered in the following areas:

- California HR: Applying CA Law to Employment Practices
- Talent Acquisition: Creating Your Organization's Strategy
- People Analytics: Taking Data-Driven Action
- Global Hiring: Complying with U.S. Visa Requirements
- HR Department of One: Strategies for Success
- Inclusive Workplace Culture: Leading and Sustaining a Culture of Transformation

**CLA Updates** – these were not covered as they were reviewed during leadership conference introduction presentation.

#### **Membership - Donna Richardson**

Richardson provided an update on membership and reviewed how to calculate membership information for chapter leaders and how this impacts funding from SHRM.

#### **Certifications - Sarah Gasparini**

Gasparini introduced Tracy Overson as the Co-Certification Director.

#### **State Conference Update – Ali Delaney/Carrie Patton**

- Seeking 3 to 4 volunteers to assist with speaker selection
- Partnerships – explained intent of how this would look if we partner with “sponsors” and utilize approach of having separate “tracks”
- Conference will change to a 2-day only format, Monday/Tuesday
- Asked for suggestions for Tracks to offer
  - Legal Track – but not from attorney – more from a Risk Management perspective
  - Emerging Professionals
  - HR Dept. of One
  - Business Management & Strategic Planning
  - Technical Skills
    - Compensation Analysis
    - Benefits Compliance

Suggestion was made to create a template letter for Chapter leaders to share with others

**Meeting is adjourned at 1:28 pm**