

SHRM State Council Meeting

2nd Annual OSC Leadership Conference

September 13, 2013 (9:00 am – 1:30 pm)

OSC Business Meeting (1:30 pm-3:00 pm)

Hosted by

LCHRMA Chapter

Lane Community College 4000 E 30th Ave, E, Eugene, OR 97401

Attendees: Kathy Sharp (Director), Dianna Gould (SHRM Representative), Deborah Jeffries (Director Elect), Robin Conrad (Co-Revenue Generation/Douglas President Elect), Alan Cabelly (Co-Revenue Generation), Natalie Eggert (Willamette District Director), Christina York (Treasurer), Scott Cantu (SHRMA), Gayle Young. Nancy Gammond-Moody (HRACO).

Phone attendees: Eve Logsdon (PHRMA), Shannon Stuver (Rogue Valley),

Guests: Carolyn Ross (SHRMA), Annalese Burrington, (LCHRMA)

Absences: Janeen Hilbrink (Membership), Susie Galloway (Klamath Basin), Sharon Borgardt (Columbia District Director), Stacey Poor (Lower Columbia) Lyndell Smothers (Central /Southern District Director), Melissa Vigil (HRCI/2014 Director Elect), Ron Guerra(Diversity Director , Cheryl Berger(College Relations), Randy Sutton (Past director), Cheri Billard (LCHRA), Willis Cook (Douglas),

Approval of July 2013 Meeting Minutes: Scott moved to approve, Shannon seconded. The July 2013 meeting minutes were unanimously approved by board members.

Budget Report - Christina Current balances are combined \$66,016.97 which is 6.6% less than same time last year. Christina is working on where changes can be made to increase revenue. Kathy added that discussions continue with accountant about possibly changing the fiscal year for tax purposes. Discussion ensued about how a change in fiscal year may impact the boards. Depending on time of year, when boards change, student chapters, many factors that could influence when a fiscal year is scheduled. Several scenarios were discussed. Kathy said Deborah, Christina and Kathy will continue the discussion with the accountant and bring information back to the group. Dianna added that most years, the budget scenarios work out through discussions between board members

Christina wanted to note that there are three outstanding liabilities that were promised to student chapters which are: OSU, UO, and Willamette. These will be paid out as soon as possible. Christina will work with folks to get the money to those chapters.

By Laws Review time: Kathy said its time to review the bylaws. The last time that changes were submitted was 2011 and this is an annual review, so Kathy is looking at them and there may be changes. If anyone would like to request changes, let Kathy know.

SHRM Leadership Conference: Discussion regarding who should attend the Leadership Conference in November. Normally, the Current Director, Director Elect, Membership Director, Chapter Presidents and District Directors (once every two years) attend. OSC reimbursement varies depending on the position and what SHRM pays. For specifics see the travel policy on the OSC website . Kathy asked the group if they feel OSC should scale back on who OSC pays expenses for. Deborah added that she feels like those who attend must participate fully in the conference. This is a serious trip and not just a 'fun' trip. This is an important trip for leadership to learn about SHRM and get ideas about best practices. Majority of group stated they support sending 4 representatives.

Alan moved to send Director Elect, Incoming Director Elect, Membership Director and one District Director to the conference. Scott seconded the motion. Unanimously approved.

Kathy said she and Deborah attended a webinar on job posting service (Job Target) that has partnered with SHRM. Free to sign up to partner and have a host site for job openings. Income is generated through the employers who advertise jobs on the site. OSC would receive a percentage of the fee. Eve said that PHRMA is using this service already. Deborah asked for clarification on how the service would be used statewide. Would each chapter be able to use the service vs. OSC using the service for the whole state? Several chapters reported that they currently don't charge for posting jobs currently and they are unsure if charging for posting would work well. Information will send out on email to share. Alan said that the discussion did not sound like chapters would be in conflict by using the service. Discussion progressed to how OSC currently advertises open HR positions. Since there is currently no Communications Director, this has not been a detailed process. Kathy asked Eve to follow up in December at the next meeting.

Follow up: Chapter Presidents should go online and take a look at Job Target video (INSERT LINK TO VIDEO) and discuss with their boards and give feedback to OSC at the Dec meeting.

SHAPE Initiatives are due for 2013. Send to Kathy.

Kim Goodwin is the new SHRM Pacific West Regional Administrator. Email: Kimberly.goodwin@shrm.or and phone 1-800-283-7476 option 1, (x6316).

Save the date for the 12th Annual OSC & Stoel Rives Labor and Employment Law conference Thursday, March 6, 2014! Planning is ongoing. Kathy, Deborah, Alan, Robin and Gayle and Lyndell are helping to plan. Mark your calendars. OSC meeting will be scheduled for Wednesday, March 5 in the afternoon. Theme discussed with Stoel Rives is a big top circus theme. New attorneys are on the planning group with Stoel Rives – Andrea Thompson and John Dudley are the leads working with Trina Gremaux. Speaker/panel [Phone : 1-800-745-6370](tel:1-800-745-6370)

Passcode : 774294 ideas include having a panel of high profile attorneys to discuss top HR cases or issues. Also discussed having high profile business HR leaders. Idea was suggested of inviting the chief judge of the Oregon Court of Appeals to discuss interesting employment law case. Comments made that presenter must be engaging. Deborah said that there is a SHRM person, Nancy Hammer, who would possibly be a good presenter. The cost would be minimal if Nancy is available. Discussion continued of having a mock trial to include audience members. Kathy said she thinks it is important for SHRM to offer ideas for the conference and not rely on Stoel Rives alone for input.

Dianna said there is a job opening with SHRM (her boss) and will be responsible for California, Oregon, Arizona and a government advocate. Posting will be out soon. Webinar on succession planning (for chapters) is on the SHRM VLRC website. SHAPE initiative documents are available online. SCLIF & CLIF are due December 1st.

Announcements:

Deborah: Asked chapters when are your transition meetings? Make them a reality! Send her your dates, times & agendas. Let Deborah know what positions you would like. Foundation Director, Communications Director, HRCI Director. State of Oregon sponsoring a Diversity Conference on September 17th or September 18th (this is a one day conference, offered 2 consecutive days). Cost is \$99.00. Registration information is on OSC website. Submitted for HRCI credits. Deborah would like to know what chapters would like to host OSC in 2014? And, who is interested in having OSC guests at chapter meetings? Please contact Deborah or Gayle to let them know if you are interested.

Meeting adjourned at 3:07pm.

The next OSC meeting will be hosted by PHRMA on Friday, December 6, 2013 in Portland. Location: Pioneer Tower, 888 SW Fifth Ave, Portland, OR 97204. Details to come!

Core Leadership – Director Reports

Legislative Director – Randy:

Conference Co-Chairs – Robin/Alan:

College Relations – Cheryl:

District Director and Chapter Reports

Rogue Valley – Shannon: Reporting Period: September 13, 2013. **Chapter current events & news:**

We had our Annual Open House at our September board meeting. The 2 chapter members who attended are interested in joining our 2014 board of directors. This seems to be a successful way to attract new people to the board. We will be sending out a Survey Monkey to our chapter members to

vote on the 2014 board of directors. We currently have 2 positions open, HRCI Education Director and Legislative Director, and we'll ask members to write in their own name or a colleague so we can try to fill it by the end of the year. New board members will attend our November & December meetings so they are up to speed by our January meeting. **SHAPE initiatives & updates:** We had a chapter member attend our Open House and he has connections to the Rogue Valley free cable television station and suggested we do a talk show focused on HR issues. Some of the board members thought this might be a good SHAPE initiative for next year. In addition, we are inviting the president of The Job Council to one of our board meetings in November or December so we can find out how we can team with them in 2014.