

## Minutes from 7/9/10 Meeting

**Meeting Start:** 2:15 p.m.

**Meeting End:** 4:05 p.m.

**Chair:** Stephany Wade Tate, President

**Minutes Taker:** Sharon Fulton, Chapter Administrator

**BOD's Present:** Stephany Wade Tate, Kathleen Lyons Bunna, Lisa Fleming, Michelle Pollock, Lindsey Nichols, Gayle Barrett, Kevin Brown, Glenda Owen, Janet Fisher, Lynette Parmley, Brad Davidson, Kathy Petito

**BOD's Absent:** Michelle Gibson, Cooper Johnson, Trish Bennett

**President Report:** Stephany began meeting by reporting that OCHRS received a check in the amount of \$20,519.00, our return from the Oklahoma State Conference. Lisa mentioned this was \$10,000 more than budgeted!

Stephany asked if the BOD's were still interested in the Riverboat excursion for the December board party. Lisa inquired about liability insurance protection for our chapter and stated she would visit with Charles Middleton to learn what provider the State Council uses. It was agreed that Stephany proceed to confirm registration for our group.

Stephany asked the group to consider candidates for the VP of Programs since Michelle Pollock will be taking on the role of President soon.

**Past President Report:** Kathleen reported we currently have 106 members on the OCHRS LinkedIn site and we have established a Twitter account.

She reported that she was recently elected Secretary/Treasurer for the State Council. Kathleen also provided volunteer information for the 2011 State Conference. The theme will be "The Profession of Champions". There are already members from different chapters that have volunteered for various "Champion" positions. Brad will check with Council to see if they would be interested in a Diversity Champion. Kathleen stressed the need for more volunteers.

She reported that OCHRS no longer receives revenue from Job Dig.

Kathleen recognized Lindsey and Kevin for receiving their SPHR and noted that she was recognized by the chamber as one of five GPHR's in state of OK. Kathleen led the GPHR study group and felt leading the group helped her pass the difficult test because she had to stay one step ahead to lead. She encouraged other members to consider leading the GPHR study group as an opportunity to have an edge and to help others. The next testing period will be the last time HR professionals can test without international experience.

**Treasurer Report:** Lisa presented a proposal for "Encourage and Inspire the Profession" initiative. The proposal would establish Annual HR Professional Recognition Awards in the following 3 categories: HR Legend Award, HR Champion Award, and HR All-Star Teamwork Award. Total cash awards for the three categories would be \$2,000 to be used for professional development pursuits or toward any OCHRS or SHRM expenditure or purchase.

Kevin asked if BOD's would be eligible for awards and suggested a committee be formed to judge entries that would not include BOD's to eliminate conflict of interest. It was agreed that BOD's as well as members could nominate themselves and be eligible for any of the awards.

Kathleen motioned to accept the proposal and cost associated with this initiative. Janet/Stephany seconded. All were in favor.

**Programs Report:** Michelle reported she attended the Volunteer Leadership SHRM conference in DC last year. She will work with Gayle Barrett on the Succession Planning initiative. It is estimated that there are over 3,000 at-large members in Oklahoma. It was suggested that we request an At-Large list from Charles Middleton to personally invite these individuals to a meeting. (Sharon requested list from Liz at SHRM on 8/9/10.) The membership team will come up with a plan to reach out to these individuals by phone, if possible, and to ensure they are in our database. Michelle Gibson has SHRM send out e-mail blasts to at-large members periodically during the year regarding affiliation with our local chapter.

Michelle will consider putting together a seminar on topics such as speed interviewing, resume writing, dress for success for YMCA battered women, etc. Kathleen suggested she put together a plan if she feels passionate about this initiative. Stephany emphasized that she did not expect her to do this as a replacement for the Job Fair since she is currently involved in so many OCHRS volunteer responsibilities.

**Diversity Report:** Brad submitted a flyer/forms introducing the OCHRS Diversity Council and its strategic goals and action plans. He requested Veronica Blakely-Kundra be included in the next Membership meeting. Stephany congratulated Brad for doing an excellent job putting together this plan. Brad is very excited about this team and has much confidence in their ability to make an impact in diversity issues.

**Community Service Report:** Lindsey will meet with HR department heads when school resumes. Sharon mentioned several students call her each month wanting information on meetings. She will send Lindsey a report on all Student Members as well as students registered for meetings. She will also include a star on students name badges for easy recognition purposes.

**General Council Report:** Gayle discussed topics to include in next Legal Seminar. There was discussion about advantages and disadvantages of all day, half day or  $\frac{3}{4}$  day seminar. Most BOD's seemed to agree  $\frac{3}{4}$  day is best as members can come and go as necessary and more HRCI credits will be available to them.

**Legislative Affairs:** Lynette proposed conducting Legislative meeting on a different month than February. She believes there might be an opportunity to coordinate the SHRM legislative speaker who comes to OK in January for the State Leadership conference to speak at our OCHRS lunch meeting during the same trip. She is also considering a different format for future meetings. Lynette felt January's meeting did not go as well as she would like due to no shows. Stephany assured her that we all know and understand she had no control over no-shows and that the meeting could have been a home run if legislators would have been there as promised. Lynette will prepare Legislative updates and post them on our website soon.

**Public Relations:** Janet expressed the challenge of getting PR exposure from local sources. J. Michelle Pollock and Melanie Thompson-Stillinger did get exposure as members of OCHRS in a recent OKC Biz article and there was a reporter from the Oklahoman at the last Diversity lunch meeting.

Brad suggested OCHRS take control vs. PR taking control by posting a monthly article on website/blogs, etc. His idea is that this approach could gain momentum so that OCHRS would soon be recognized as the experts on HR issues and the best resource available for news articles on HR issues.

**Workforce Readiness:** Glenda reported there is much concern for getting people back to work. (Glenda – I need help here – I have something about OESC 1,2 grants for 10,000 claimants but can't remember details...sorry)

**Professional Development:** Kevin has list of members that have recently become certified and will recognize them at December meeting. He is considering something more than a certificate this year.....perhaps a T-Shirt. He will continue promoting HRCI certification at meetings and on website.

Kevin also reported that no one responded to his entry for a free website.

**Membership:** Sharon reported OCHRS currently has 411 members. A few more members joined when the Cvent registration process was changed to eliminate the drop down membership selection. Now Cvent automatically populates the registrant as a member or non-member with corresponding fee applied.

Kathleen mentioned OCHRS SHRM membership was reported at 327 during State Council meeting that morning vs. our count of 377. The SHRM roster does go up and down each month based on SHRM membership renewals/lapse during the year. Sharon will check with the Regional SHRM administrator to determine why count is off so much.

Sharon mentioned that Michelle continues to have SHRM send e-mails to at-large members and Trish is doing a great job of talking up OCHRS membership to her contacts.

As a last quarter push for membership, Sharon will send a membership invitation via Cvent to non-members letting them know if they join last quarter of 2010, the following year membership fee will be waived.

**Next BOD Meeting:** October 1<sup>st</sup>, 11:30 a.m. at Bellini's Restaurant

Motion to adjourn at 4:05 was made by Kathleen and Lindsey seconded. All were in favor.

