

Minutes from 10/1/10 BOD Meeting

Meeting Start: 11:45 p.m.

Meeting End: 1:45 p.m.

Chair: Stephany Wade Tate, President

Minutes Taker: Sharon Fulton, Chapter Administrator

BOD's Present: Stephany Wade Tate, Lisa Fleming, Lindsey Nichols, Gayle Barrett, Kevin Brown, Glenda Owen, Lynette Parmley, Michelle Gibson, Trish Bennett, Kathy Petito

BOD's Absent: Cooper Johnson, Brad Davidson, Janet Fisher, Michelle Pollock

Guest: Lisa Nice-Graham, UCO Chapter President

Lisa shared some of the future speakers for their meetings. She encourages anyone to attend their meetings which are held twice each month on Thursday's from 5:30 pm to 6:30 pm. Lindsey asked how our chapter could be of assistance and Lisa replied they are always looking for speakers from HR to speak. If anyone would be willing to speak at a meeting, please contact Lisa.

Treasurer Report: Lisa has not received any applications for the "Encourage and Inspire the Profession" initiative. The next reminder to our membership will be an e-mail blast in early October. This initiative has been presented at both the August and September lunch meetings.

She also stated that Sharon's hours/cost to OCHRS is continuing to go down.

We have approximately \$50,000 in CD's as a reserve. Lisa will talk to Charles Middleton to see how high reserves can accrue for a non-profit. There will be extra expenses not budgeted in 2010 such as: chapter audit, Kathleen's memorial expenses, tax returns, and professional awards.

Some suggestions made on how to best spend extra reserves, if needed, were: OCHRS banner or booth to be used at State Conferences, State Conference membership drawing (interested members drop their business card in basket at Jan – March meetings), larger Foundation donation, secure higher quality speakers that may charge our chapter a fee, or scholarships' for students. Stephany suggested that we not deplete reserves too much because we don't know how long the economic downturn will continue.

Membership Report: Michelle reported that we are about to begin our big push for last quarter membership. Cvent invitations will go to all non-members in our database explaining benefits for joining last quarter (next yr. fee waived, lower monthly meeting fee, opportunity to attend Members Only free meeting in December, etc).

There is a discrepancy between SHRM and OCHRS on membership number. Audit requested 10/11/10. Members are being contacted that have lapsed SHRM memberships or show another chapter as their Primary Chapter.

Community Services Report: Lindsey showed us the memory book she put together for Kathleen's family. She will ask M. Pollock's opinion as to the best way to deliver them. Lisa thought it would be nice for us to get Kathleen's son a gift card to include with the books.

Lindsey has volunteered to handle the catering for the BOD Christmas party. (Thank you, Lindsey). She has a list of approved vendors for dining and wanted to know if we were thinking of a casual menu. It was decided that finger foods would be best.

Stephany announced that Lindsey was nominated for the Secretary/Treasurer position with the State Council and the nomination would be finalized at the next State Council meeting. M. Pollock will be the OCHRS proxy since Stephany will be attending the SHRM Strategic HR Conference in San Antonio.

General Counsel Report: Trish shared she had many member compliments regarding the Legal Seminar. Sharon noted the post survey was great!

Gayle will investigate SHRM's recent stipulation to another chapter that 100% SHRM chapters are not to have any participation in meetings by "subscribers" or "affiliate" members.

Professional Development: Kevin and Stephany recognized and thanked Trish Bennett and Lisa Fleming for hosting SPHR and GPHR study groups. Lisa thinks our chapter should continue to provide material for these study groups. Stephany hopes she can offer a free class for our members vs. a study group in the future. Study groups are posted on LinkedIn sites and Glenda will put information on the LinkedIn Group "Oklahoma HRCI Certified" site as well.

Legislative Affairs: Lynette has moved the Legislative meeting to January next year and hopes to book the SHRM speakers who will be presenting at the SHRM Leadership day in OKC. She also suggested the January meeting being held at the Oklahoma History Museum so that when the meeting concludes, the members can go across the street to the capital to meet with Senators.

Lisa moved to have Legislative Day at OK History Museum and to budget the appropriate cost for the facility. Lindsey seconded. All were in favor. No one was opposed. Let the record show the motion passed.

Workforce Readiness: Glenda presented three goals:

- 1) Partner with Junior Achievement – provide monetary support and seek chapter members to volunteer with JA
- 2) Partner with Guthrie Job Corps Center in fostering relationships that lead to employment for graduating students – Job Shadowing and have Guthrie Job Corps present program for Workforce Readiness in 2011
- 3) Support people who have served in the National Guard and Reserve – Recognition of OCHRS support with signed agreement

Webmaster Report: Stephany mentioned we might consider spending any extra reserves on our website. Lindsey thinks she might know someone who could help create a more professional website for OCHRS.

Chapter Administrator: In a recent SHRM conference call, Sharon mentioned that chapters shared best practices for recognizing Past President's including: having permanent name badges for them, their names listed on website and lifetime free memberships. It was agreed that OCHRS would begin doing all of the above. Sharon also learned that current President's are not charged membership fees. She will refund \$50 to Stephany's credit card.

Sharon stated many chapters have discontinued "free" meetings because it seems to imply there is less value to the meetings. Another disadvantage to "free" meetings is there is no monetary loss to members who RSVP but "no-show"; however, OCHRS still incurs cost of food, event set-up, etc. Sharon stated there are many more no-shows for our free workshops than our lunch meetings.

Since the last meeting attendance was very low, M. Pollock had expressed a concern that OCHRS not lose money on the morning events.

Stephany motioned to discontinue the quarterly workshops and use the time and resources to upgrade monthly meetings in 2011. Lisa seconded. All were in favor. No one was opposed.

President's Report: Stephany mentioned that Brad wanted us to vote on the Diversity Program. Lisa motioned to approve program and speaker as set forth in Brad's e-mail. Trish seconded. All were in favor. No one was opposed.

Stephany asked if we thought the decision to discontinue the OCHRS monthly newsletter was a good decision. There have been no complaints and it was expressed by BOD's they felt our LinkedIn and Face Book pages have replaced the newsletters.

Stephany mentioned that the Sr. Group was forming again. There was discussion about OCHRS upgrading our programs somewhat to encourage senior level participation and, at the same time, helping our junior members to grow in the HR profession. She proposed each quarter we include a strong program suited for SPHR professionals. Lisa also felt it would be good to strike a balance in programs for the membership. Lynette pointed out that many large corporations provide in house training so there is not a great need for outside resources. Stephany thought Donna Miller might be interested in the Program position next year.

Stephany also mentioned Sharon was past due for a yearly performance/salary review,

The meeting concluded at approximately 1:45 p.m.