

Minutes from 6/23/11 BOD Meeting
Francis Tuttle Reno

Meeting Start: 9:20 a.m.

Meeting End: 11:01 a.m.

Minutes Taker: Sharon Fulton, Chapter Administrator

BOD's Present: Stephany Wade Tate, Lisa Fleming, Damon Hayes-Milligan, Gayle Barrett, Glenda Owen, Michelle Gibson, Trish Bennett, and Michelle Pollock

BOD's absent: Cooper Johnson, Brad Davidson, Lindsey Nichols, Lynette Parmley, and Kevin Brown

Motion to Begin meeting by M. Gibson at 9:20 am and seconded by Glenda Owen.

Workforce Readiness Report: Glenda received a thank you note from Junior Achievement for the participation from OCHRS. With our membership help, all J.A. classes were filled!

Glenda will send Sharon the link to the Workforce Summit event scheduled in September. This event info. will be sent to our membership via email blast. Glenda welcomes help with event registration on September 7th from 8am-noon.

Glenda is retiring next week so she will have a new cell and email address. This information will be sent to Board via email.

Membership Report: M. Gibson reported we have 66 new members y-t-d. She asked the board if they continued to see value in providing membership certificates. It was decided she will ask new members, via email welcome, to contact her if they would be interested in receiving a membership certificate suitable for framing. From their response, we can better determine member's perceived value from this initiative. Currently, welcome emails are sent from M. Gibson and Stephany and a packet of info is delivered, picked up at meeting or mailed to new members.

Trish suggested putting together a membership committee to help new members feel welcome in their initial meetings through a hospitality or table buddy system. Everyone agreed this would be a great initiative.

Legal Counsel Report: Discussion continued about SHRM firmer guidelines on 100% SHRM chapters.

Gayle motioned to remove language from By-Laws for Affiliate Members and Student Members and to amend OCHRS by-laws. Glenda seconded. Passed.

Sharon suggested VP, Community Services title be changed in By-Laws to better reflect actual duties of position. M. Gibson made motion to change and Stephany seconded. Passed.

Trish Bennett motioned to amend Constitution to remove Affiliate Member and Student Member. Michelle Gibson seconded. Passed.

Gayle Barrett motioned to raise expenditures from \$100 to \$200 without requiring majority vote of Board of Directors and to amend By-Laws to reflect this change. M. Gibson seconded. Passed.

In October, Sharon will send an email to 2011 Affiliate Members stating that effective 2012, Affiliate Membership will no longer be an option for OCHRS membership based on recent 100% SHRM Chapter requirements from SHRM. In 2012, all OCHRS members will be required to be a SHRM member and have SHRM ID# to register.

Legal Seminar is scheduled for September.

Website Discussion: Damon passed out a Request for Proposal. He suggested this be completed by each vendor submitting a proposal. Damon will post RFP on website. Stephany is currently in the process of requesting website bids for her consulting company and will request proposals from the same vendors. Sharon will provide Cvent contact information to website implementation team so they can determine if Cvent can be interfaced correctly with new web designs. If not, we will research cancellation cost for Cvent contract. There was discussion about Affiniscape being used more than Cvent at last Leadership conference two years ago from those in attendance. Copper Cup was also being used. M. Pollock requests new website interface so that members can pull up their HRCI credits.

President Report: Stephany recognized and thanked Damon as a wonderful help to her while teaching the SPHR class by calling/ordering/delivering books to participants, finding guest teachers in her absence, etc. She also reported that all 8 students taking her class passed the SPHR test. Trish also reported that all 6 participants in her study group passed the SPHR class. What great news that we have 14 newly certified members because of BOD's volunteering their office space, time and knowledge! Great job to all board members involved. (Kathleen would be so proud of you!)

Trish indicated she plans to continue her study group next year with a PHR/SPHR class on Monday nights and a GPHR class on Wednesday evening. Stephany asked to try to coordinate their efforts.

Stephany also reported due to her class high test scores, she was asked to coordinate a National Train the Trainer. Stephany thinks this would be a good Pinnacle initiative and give OCHRS great accolades. Pat Beck will be involved in this initiative.

M. Pollock suggested we consider putting together a HR practioner class aimed at giving participants "real-life" knowledge vs. what SHRM wants HR people to know to pass their test.

Stephany reported Cooper Johnson has resigned effective Dec. 2011. Brady Ayala from MHA will assume his position. It was suggested Brady be invited to attend BOD meetings this year.

Stephany also suggested the PR position be upgraded to VP, Social Media and made an announcement to members of this opening at June meeting.

Tregina – Coach certification. Guest Speaker? July is All Chapter meeting with a paid speaker. Please send contact info to M. Pollock and Damon.

Stephany brought up superbabyjos.com. Although a very worthy, heartbreaking cause, it was decided no chapter endorsement because we have declined chapter endorsement in the past to other very worthy causes.

Stephany expressed desire to attend the Strategic HR Conference vs. the Leadership Conference because she feels it would be more value for members. It is more expensive (\$4,000 conference plus lodging/meals with approximate cost of \$5,000); however, she would present all information at the November

2011 member meeting and have it approved for HRCI and Strategic Credits. M. Pollock supports because of value to membership and made motion to approve additional cost. Seconded by Gayle. Approved.

Stephany talked about previous platform to focus on appreciation of HR and presented board members with Italian marble pens in appreciation of their service to OCHRS.

President-Elect Report: M. Pollock gave the board more information on the SHRM for Transparency group. Stephany reported the State Council is not taking a position on this issue; however, she thinks OCHRS should put the link on the website and let members decide what position they want to take.

Treasurer Report: Lisa distributed the 2011 budget. She reported the taxes were completed for \$500 less than original quote. She also reported Sharon continues to turn in fewer hours. Michelle Pollock motioned to approved budget. Glenda seconded. All were in favor of motion.

Damon made motion to adjourn meeting at 11:01. Gayle seconded.