

## SHRM AL State Council Meeting Minutes

**MINUTES FOR: March 21, 2008**

**P: Present    A: Absent with notification    X: Absent without notification**

<b>COUNCIL MEMBERS and GUESTS PRESENT</b>							
P	Jamie Yeaman Brown, SPHR Director	A	Paula Watkins, SPHR Past Director & Diversity CLA; Speakers	A	Jim Dingus, SPHR District Director Registration	A	Mike Bean, PHR District Director- Business Manager
P	Bill Rush, SPHR Conference Chair	P	Sandra Stenger, PHR Council Affairs Manager	A	Andrea McCain, SPHR Foundation CLA	P	Juanita Phillips, SPHR Legislative CLA
P	Kimberly Pruitt, SPHR Legislative CLA	A	Shelly Murray, PHR Certification CLA Publicity	P	Carmen Douglas, SPHR Workforce Readiness CLA	P	KaSandra Russaw, PHR, Logistics, College Relations CLA
P	Evelyn Gibson Membership CLA	P	Belinda Blackburn, SPHR Pres: Calhoun County	A	Sharon Cureton Pres: Baldwin County	P	Alan Sconiers, SPHR Pres: Birmingham
A	Judy Brown, PHR Pres: Cullman	A	Pam Werstler, SPHR Pres: Tennessee Valley	A	Janet McQueen Pres: Wiregrass	P	Andy Dyer, PHR Pres: East AL
P	Carolyn Sarblah Pres: Escambia Co.	A	Karen Cook, PHR Pres: Gadsden-Etowah	A	Kathy Short, SPHR Pres: North Alabama	A	John Stodghill Pres: Marshall Co
P	Billy Pine, SPHR Pres: Mobile	A	Marsha Beasley, PHR, PMP Pres: Montgomery	P	Wanda Burns Pres: Selma	P	Will Patton, PHR Pres: Tuscaloosa
P	Amy Jones, PHR Pres: The Shoals	A	Joanna Brand Pres: NW Alabama	A	Jacqueline Waters Sponsorship	A	Sheree McAdams, SPHR Registration
P	Dorothy Hill, SPHR SHRM	P	Carla Copeland Pres-Elect: MGM				

<b>ACTION ITEMS TO BE COMPLETED</b>			
	Action Items	Who:	Completed By:
1.	Send chapter presidents the new SHRM ad that is showing on different stations, including CNN.com. NOTE: There is currently a link on the SHRM homepage.	Jamie	Completed
2.	Find out if the Virtual Recertification Tour is available on CD.	Jamie	4/15/08
3.	Register for the pre-conference workshop and full day conference and choose the "check" option.	State Council members	ASAP
4.	Consider an involved HR volunteer who would be considered for the national conference registration available through the state council.	State Council members	4/16/08
5.	Find out from Lee Ann Evans if HRCI charges chapters for visits to their meetings or conferences.	Jamie	4/30/08
6.	Notify Mike Bean of the \$200.00 that will be allocated toward MAC expenses.	Jamie	Completed
7.	Notify Kimberly Pruitt if any of your chapter members know any state legislators.	Chapter Presidents	5/1/08
8.	Do the research regarding the council becoming a member of the Business Council of Alabama.	Evelyn	5/20/08
9.	Notify Mike Bean about allocating \$500.00 toward the HR student conference.	Jamie	Completed
10.	Communicate to your chapter members about the conference.	State Council members	ASAP
11.	Notify KaSandra Russaw of where you can volunteer on the conference days.	State Council members	ASAP
12.	Send the list of volunteer opportunities to council members.	KaSandra	ASAP
13.	Provide council members with a copy of the updated conference brochure.	Jamie	ASAP
14.	Contact the Drury Inn to reserve the meeting room for the May 20 <sup>th</sup> state council meeting in Birmingham. This would include requesting refreshments and ordering lunch for 5/20. <a href="http://www.chappysdeli.com/bham/mtnbrook/a_main/home.html">http://www.chappysdeli.com/bham/mtnbrook/a_main/home.html</a>	Sandra	4/15/08
15.	Update the Alabama map with the correct counties.	Jamie	4/30/08
16.	Book your room at the Drury Inn (see e-mail from Sandra Stenger dated 3/5/08)	All interested	4/20/08

**DISCUSSION ITEMS AND MAIN DECISIONS MADE DURING COUNCIL MEETING:**

	Discussion Item	Main Decision(s) Made
1.	<b>Welcome, Introductions, and Treasurer's Report</b> Jamie Brown	<p>Jamie welcomed all in attendance and asked that everyone introduce themselves. She appreciates those who were able to attend despite being spring break and Good Friday.</p> <p>Jamie also presented the updated budget on Mike Bean's behalf.</p>
2.	<b>Enterprising Leadership</b> Dorothy Hill	<p>Dorothy shared details about the Enterprising Leadership initiative that was introduced by Janet Parker at the SHRM Leadership Conference in November 2007. Dorothy mentioned that we don't have to have our idea finalized by September but we can report up to that point so it can be included in the book that Janet plans on compiling. It if it's not edgy, if it is safe, it is not Enterprising Leadership. The following ideas were generated after a brainstorming session.</p> <ul style="list-style-type: none"> <li>• Pinnacle Award (2006) <ul style="list-style-type: none"> <li>○ State day in Montgomery</li> <li>○ Goat Hill or in the District</li> </ul> </li> <li>• Seminars open to community</li> <li>• Financial Literacy (NEFE) <i>This might be a hot button for Janet since she was recently appointed by President Bush to the Financial Literacy Council.</i></li> <li>• <a href="http://www.shrm.org/government/update/022208_3.asp">http://www.shrm.org/government/update/022208_3.asp</a></li> <li>• <a href="http://www.nefe.org/">http://www.nefe.org/</a></li> <li>• Partnerships with Junior Achievement</li> <li>• Workforce Readiness</li> <li>• Talent Retention in BHM (so they don't leave the area after graduating)</li> <li>• CHOICES</li> </ul> <p>The group decided on targeting the Goat Hill Visit in Montgomery or a visit in the district. Many ideas were generated on how to accomplish this task.</p> <ul style="list-style-type: none"> <li>• Quinton Ross – Jamie will reach out to him (mother's former principal)</li> <li>• Jamie will also reach out to another connection in the Montgomery area.</li> <li>• BCA can help with letter writing</li> <li>• Need session schedule</li> <li>• What is the best way to reach the legislators? Lunch? Reception? Formal letters?</li> <li>• What is the right day of the week?</li> <li>• Reception after work? Would we need sponsors to help pay for this?</li> <li>• Need list of legislators – specific agendas.</li> <li>• What bills are pressing?</li> <li>• Focus on what is in it for them.</li> <li>• When we speak with them, show the representation of employees in the district based on the HR representation.</li> <li>• Cong. Artur Davis – Carolyn Sarblah's brother is friends with Davis.</li> </ul> <p>We need to draft a plan, determine how to evaluate it and show the impact on the community and the profession.</p>
3.	<b>Legislative</b> Juanita Phillips and Kimberly Pruitt	<p>A motion was made and approved to allow the state council co-legislative directors to reallocate budgeted 2008 legislative scholarship monies that have not been used as of the 2008 Fall Hill Visit to increase the chap Chapter Hill Visit scholarship from \$500.00 to a maximum of \$700 to utilize the unused monies.</p> <p>Juanita reported that the Hill Visit was successful. We need to write letters in support of HR5515. We need to also watch for a Senate version. SHRM is working on talking points about the DOL FMLA proposed changes. She shared stats on letter writing from the various areas: Birmingham – 15, North Alabama – 21, Montgomery – 16. There will be more emphasis on letter writing this year. Kim gave feedback about discussions they had about FMLA and ADA. She would like to know if any of our (chapter) members know state legislators; they are thinking about doing a Day in the District in Montgomery. Bill mentioned that maybe we contact someone from the Business Council of Alabama who could be a conduit for us. He even asked if we thought that someone on the council should become a member.</p>
4.	<b>National Conference Registration</b> Jamie Brown	<p>Jamie shared with the council members in attendance that the council received one conference registration for the National Conference in Chicago. We were the highest bidder at the SHRM Foundation Silent Auction at the Leadership conference in November 2007. Jamie had already registered to attend as state council director so this registration is in addition to what we already paid. It was decided that we would offer this to volunteers at the state council level with the following criteria:</p> <ol style="list-style-type: none"> <li>1. They must be able to go and,</li> <li>2. They must be able to cover all additional costs which could total as much as</li> </ol>

		<p>\$1,500.00.</p> <p>Some ideas that those who are considering going may want to think about ½ of the cost being paid by the chapter and ½ paid by the HR professionals' company. They may also want to consider sharing lodging if they know someone else going who is willing to share their room.</p> <p>We will take all of the names received and put in a bowl and choose the person who will attend.</p>
5.	<b>Workforce Readiness</b> Carmen Douglas	<p>Carmen passed around the list of Workforce Readiness contacts for the chapters that she was aware of at this time. She asked that those in attendance provide missing information. She also provided a flier on Career Ready Alabama. <a href="http://www.careerreadyalabama.com/">http://www.careerreadyalabama.com/</a></p>
6.	<b>Membership</b> Evelyn Gibson	<p>Evelyn shared a map that was introduced in 2007 of the counties where chapters were represented. Her goal is for us to be able to post this map on the council website so when others look at our website, they can see where the chapters are located. We would also like to have a link for the chapter when you hover over the county.</p>
7.	<b>2008 Conference</b> Bill Rush	<p>Bill gave an overview of where we are at this point with the conference. He shared a handout that showed the conference registration report as well as a break-out of the major cities where the majority of registrations are from.</p> <ul style="list-style-type: none"> <li>• State council members are allowed to attend the pre-conference workshop and the full day conference at no cost. You must register for the conference and choose the "check" option. This is not transferrable and does not apply to others.</li> <li>• It is important that we let our chapter members know about the conference.</li> <li>• He shared details about the different levels of sponsorship. We are able to keep the cost down as a result of the sponsorships.</li> <li>• KaSandra Russaw is responsible for volunteers to help make the conference run smooth. There are plenty of opportunities available – please let her know where you can help.</li> </ul>
8.	<b>The Leader's Window</b> Jamie Brown	<p>Jamie provided a presentation Chapters 3-7 of this book. She was able to receive 1.5 Strategic recertification credits for this presentation. It is her goal to cover the entire book this year and will request additional credit for each presentation this year.</p>
9.	<b>Regional Council Update</b> Jamie Brown	<p>Jamie shared some key points that were covered at the Regional Council meeting held in Atlanta in February.</p> <ul style="list-style-type: none"> <li>• HRCI presentation: Lee Ann Evans from HRCI attended and provided a presentation on certification and recertification. She mentioned that representatives from HRCI are available to attend conferences and chapter meetings. She unveiled a new recertification. Lee Ann introduced a new form that chapters and councils should use when requesting recertification credit for conferences. The database that is used by HRCI is separate from SHRM.</li> <li>• Membership Advisory Committee (MAC) Rep: Roger Buterbaugh gave an update on some of the events that he has or will be participating in soon. He is the liaison between the membership and the SHRM Board so it is important that we filter issues to him for representation to the SHRM Board. Roger shared that many of the things that he is asked to do is not always covered by SHRM. He presented information from the 2007 MAC representative and based on the feedback obtained, each state could contribute \$200.00 which should cover those costs not covered by SHRM. It was approved to allocate these funds toward the MAC expenses. The funds will be made payable to the state council of the MAC representative and will follow each MAC rep once his/her tenure expires.</li> <li>• As a reminder, the member At-Large list is proprietary and we are not to share that information with vendors.</li> <li>• Nancy Woolever from SHRM Educational Initiatives shared with the Regional Council information about some of the areas that they are focusing this year. One thing that is of particular interest is the internships. The SHRM Board has approved money to support internship initiatives.</li> <li>• The Southeast Region HR Student Conference will be held in Tennessee again. They are looking for financial support from all of the councils within our region. This will go towards expenses for volunteers and students. Jamie proposed that we allocate \$500.00 toward this in support of the students. It was approved.</li> </ul>

Next Scheduled Meeting: May 20, 2008, 8:30 a.m., Drury Inns & Suites, Birmingham, AL

**Jamie Yeaman Brown, SPHR, Director**