

MINUTES
BV-SHRM Board Meeting
1/26/2012
11:00 a.m.

In attendance: Stacy Overby, Krystal Broussard, Katherine Kleeman, Brittany Berryman, Geanna Kincanon, Cheryl Young, Alexis Alexander, Lisa Villalobos, Lauren Othold, Sheri Yetter, Thom Holt, Diana Dean

SHAPE Report

Stacy is currently working on the SHAPE report, which is due 1/31/2012. A lot of it is financial, but some of it is our initiatives, which are supposed to be "new." He's put in one about College Relations as well as Membership (which includes the newsletter, webpage design, member relations position, after hours events, resume review at the job fair where we connected with other professionals, membership best practices, Bombers and Los Cucos event, food drive)

Last year we didn't get higher than Bronze. There is an appeal process, but we didn't know about it. We think the reason may be related to the new form. We seem to have a pretty good chapter so we hope we'll do better this year.

Any board member is welcome to attend Texas State Council (TSC) meetings if your organization will allow you the time. And if your employer and/or chapter can't cover all expenses, TSC has some money to help you attend.

Geanna made a comment that it looks like President AND President-Elect (instead of just the President) may need to attend the TSC meeting in May. It looks like that may be a change.

Strategic Planning Meeting (SPM)

Stacy mentioned that we should probably try to do a planning meeting for the year – about 3 hours – to make plans for the year. He originally mentioned a long-ish lunch (10-1), but most prefer an evening (too difficult to leave work for that long). We'll shoot for a Wednesday, 5-8 or so at Stacy's house.

Reports

Treasurer

Krystal gave us the current balance sheet. She sent out 123 invoices to members recently and is only just beginning to receive them back. She filed our tax return which was accepted. She mentioned that we might want to try to get pictures of our certification/award winners in the Eagle. We'll talk to Sarah to see if she has pictures and get those forwarded on. The rental for CSCC for the next few months has been paid.

Member Relations

Lauren talked about Facebook and how are we going to hook people? We spoke briefly about running promotions to earn lunch discounts or nametags. Decided it would be a good topic for the SPM.

Programs

Katherine gave us a quick survey on recruitment/engagement. She told us later that they are collecting a lot of data and will share results later.

She talked about the programs for the year (so far – not all of these are firm). She's giving a copy to Bob for the website.

- Feb - MHMR – Mental Health Issues in the Workplace
- ?? – Attorney - Social Media policies
- John ?? – Managing Multiple Priorities
- May – Compass Professional Health – Medical Cost Transparency
- Jul – OSHA law
- Oct – ?? - Generation Gaps (engaging the emerging workforce)
- ?? – Tom Simmons, TWC – Employer Rights
- ?? - ?? – HR Metrics – how to use your SW programs to get useful data and apply it
- ?? – HP, Houston – Compensation topic

All of the programs sound great and off to a good start.

Membership

Brittany started with the comment that we really need to review our check-in process. This will be moved to the SPM, but there were lots of comments made.

- Maybe the folks at the table shouldn't be the membership people
- Membership would be better approaching guests
- Maybe it should be member relations
- Maybe it should be rotated to all board members. Even if we take 2-month shifts (one is veteran, one is newbie)
- Play SHRM membership PowerPoint at beginning of meeting. Or Foundation one.
- We should put the PowerPoints on Facebook
- We should discuss the process for approaching guests at meetings about membership.
- Business card baskets.

Another good issue came up (Sheri) about our new lunch fees. We decided \$12 for members, but what about no-RSVPs. We decided to keep it at \$15 (instead of \$17). Points made during discussion:

- Not sure \$3 is enough to encourage folks to RSVP
- Need to enforce the non-RSVP issue
- We'll have \$10 for Feb, announce at the meeting it will go up for March

Diversity

Cheryl shared an article about Diversity Metrics – does it actually matter?

Workforce Readiness

Stacy mentioned that he thought this might be a good area for an initiative, help local HS and Blinn students.

Foundation

Thom mentioned scholarship programs, that we have increased our donations by over 10%, and we might want to consider participating in Advocacy programs.

Legislation

Alexis shared some good articles on Veteran's Reinstatement Rights, W-2 reporting. The mentioned that the bit in the newsletter is very good and highly recommended using Fair Measures or HR Hero websites that are free and have lots of good info.

Student Chapter

Diana attended a chapter meeting at A&M. Students have done well with assessment testing and Diana is wondering if we can include them somehow in our certification class in the fall. They really appreciate the mentor program. There is a student conference in March. They are encouraging students to go, if they will compete. They are checking rules better this year to ensure that our team can compete. Diana will send out an e-mail to us with details so we can have some information as to how many students we might be able to sponsor. The chapter also gave us some money in reimbursement of costs, but we will save that in reserve to sponsor them to go back to HRSW or other student-related purpose. She talked about SHRM scholarships with them.

Conference

No report.

President-Elect.

Mentioned most in other areas.

Adjourned about 12:40 p.m.

SPM Agenda (so far)

- Initiatives for the year [I'll put a running list in the minutes so we remember what they are!]
- Facebook Promotions (things to post on FB)
- Check-in/meeting process (see Membership above for ideas)