

**KYSHRM State Council Meeting**

Wednesday, April 26, 2017

10:00 a.m. – 3:00 p.m. (EST)

**Central Bank & Trust Building**

**Lunch sponsored by BGSHRM**

**Minutes**

**Members Present**

Chair	Lynn	Ingmire
Elizabethtown Chapter President	Amanda	Adams
Secretary	Martha	Argotte Thomas
Northern KY Chapter President	Nick	Birkenhauer
Council Management Professional	Shannon	Byrne
Eastern Area District Director	Beth	Davisson
Louisville Chapter President	Laura	DeFazio
Diversity Co-Director	Tim	Findley
Western Area District Director	Randy	Fox
Public Relations Co-Director	Cathy	Fyock
Gateway SHRM Chapter President	Angela	Hall
Professional Dev. & Cert Co-Dir	Jon	Hall
Best Places to Work in KY Co-Dir	Sherri	Harbsmier
Wellness Co-Director	Jennifer	Hoert
Southeastern Chapter President	Charlotte	Keeney
Workforce Readiness Co-Director	Cathy	Koop
Public Relations Co-Director	Stacey	Langan
College Relations Co-Director	Summer	Lindsey
Midsouth Chapter	Sara	Pitts
Membership Co-Director	Maurie	McGarvey
Diversity Co-Director	Demetria	Miles
College Relations Co-Dir & W.KY Chapter President	Joshua	Mosby
Foundation and Philanthropic Co-Dir	Jeff	Nally
Owensboro Chapter President	Todd	Petzold
Workforce Readiness Co-Director	Sherry	Powers
Foundation and Philanthropic Co-Dir	Perry	Sholes
Immediate Past Chair	Susan	Simmons
Southern District Director	Rusty	Steele
SHRM Field Services Director	Shelly	Trent
Louisville Chapter President Elect	Patricia	Williams
Bluegrass Chapter President	Johnnie	Williams
SKY Chapter President	De	Wolfe

1. Welcome Lynn Ingmire
  - a) Lynn called the meeting to order at 10:30 a.m.
2. Approval of Minutes from last meeting – Martha Argotte Thomas
  - a) There were no questions or corrections
  - b) Motion: to approve the secretary's report
    - i) Scott McGarvey to approve the secretary's report
    - ii) Second: Rusty Steele
    - iii) Motion carried
3. Approval of Treasurer's Report –Patrick Smith. Current balance sheet through end of March included in packets. Item missing deposit BPTW around \$35K, it was made beginning of April.

Patrick made motion, Scott seconded to accept financial report  
Budget that was reviewed previously but not approved so motion made by Randy Fox and Susan Simmons seconded.
4. National SHRM Update – Susan Post
  - a) The Update was included in the meeting handouts. High Points, Hank Jackson's retirement at the end of year. Goals for certification exceeded. Membership division goals and objectives focus on membership & retention, certification and recertification,
  - b) SHRM annual conference in New Orleans June 18-21, discounted rates for volunteers still in effect.
  - c) Pinnacle Award submission due by September 9, 2017.
  - d) Student Program Update-Case Competition was already held, 30 great teams.
  - e) Upcoming deadlines: April 28 for Volunteer Rate price for SHRM Annual conference, November 16-18 SHRM Volunteer Leaders' Summit in DC and December SHRM Recertification Provider Reaffirmation due and CLIF and SCLIF due.
  - f) Susan will get back to us regarding exit strategy for retirees and their certification.
  - g) Position has been posted for the field services director for SE region position.
5. SHAPE 2017- Susan Simmons
  - a) All positions are filled for 2017 state council. Randy Fox has been asked to run for state legislature so his role may need to be filled.
  - b) SHAPE 2016 submitted in March. Susan had requested everyone to submit current year goals, please turn those in. They were due back in February, only Diversity turned them in. Since people still haven't submitted them, new due date is mid-May.
6. 2017 KY SHRM Leadership Conference- Scott McGarvey  
Marriott River Center in Covington on December 6-8. Please let Scott know if interested in planning call. Sponsorship interest from the same from last year, final approval will not be available until mid- summer. If anyone knows of those interested in sponsorship, please pass contact information to Scott. Goal is to have 4 sponsors. Meeting invite for planning will go out shortly.

7. BTTG Update-Lynn Ingmire
  - a) Wonderful turnout for survey responses (a little over 1000) from across the state. State wide event is May 22, 2017 at Marriott Griffin Gates to go over results. Starts at 9:30 a.m., breakfast and network starts at 8:30 a.m. Shannon will send email invite and information for people to print and cut out to distribute. They will be distributed to attendees of BPTW as well. People can register or walk in to event.
  - b) Chapters should have local events surrounding BTTG, get local President of College, Mayor, Economic Development leader, etc. involved to go over data collected for region. Email registration will go out to state council members for the statewide event. Fee is \$25 to attend event, lunch is free. So far two sponsorships, if any others may be interested please pass information to Shannon. We need \$35K in sponsorship to break even. So far only \$4,000 in sponsorships is secured and 5 attendees registered. Jeff Nally talked about how data may be used by coaches and other professionals to help find the talent.  
Local chapters let Lynn and Shannon know what event will be done so others can attend to support.  
Pinnacle award submission will be entered for these efforts.  
89% of companies in our state are looking to hire at some level, nationally it's 68%.  
Marketing plan needs to be set up for volunteers. Video is suggested for the event. Cathy F. suggested a thunderclap campaign for promotion. It's a free strategy. She will coordinate with Shannon on this effort.  
LSHRM and NKY SHRM have event planned so far for June.
8. BPTW- Peter Burke stated how it was an awesome year especially with an increase in registration. Able to recognize 100 winners this year. It's more competitive now, newer entrants and companies keep improving year after year. Small, Medium and Large size companies, employer survey, employee survey and list is created 1-100 and then broken up into size categories. This year, there were 40 small, 29 medium and 31 in large. There was 70% renewal rate this year, higher than National. That indicates they value information obtained and enjoy the program. 74 repeat winners this year! Survey is offered in paper, 15 companies still wanted to use that method. 47 new companies participated this year. Top 5 key drivers: 5-employees having fun at work, 4-most days I feel I've made progress at work, 3- liking type of work I do, 2- having confidence in leadership of company and #1- feeling valued! Survey showed on average engagement is 91% of employees feeling connected. Five companies 13 year winners, 15 organizations have won 10 or more times. Tonight there's 1475 people attending, it's the largest BPTW in the country.
9. SE SHRM Initiatives-Lynn Ingmire discussed ideas on initiatives for the SHRM Foundation. Last year it was voting with the elections taking place. Diversity and Inclusion boils down to respect. What can we do to encourage general respect for each other and our leaders? We need to decide what to focus on at state conference.
10. Director Reports
  - a) Cathy Fyock- Every month newsletter goes out on the 3<sup>rd</sup> Wednesday. Please submit what's going on in your chapter, newsworthy events or any information you want to share with everyone in the state. In May would like State Conference and wrap up

- for BPTW, SHRM National, BTTG, Succession Planning and Foundation. Deadline first of the month. Looking for contributor for writers of articles.
- b) Shannon needs updated membership lists from local chapter Presidents by May 1<sup>st</sup> to ensure magazine is sent via email. Please have IT department whitelist mailing address from magazine.
  - c) Jeff Nally- Philanthropy, handout was distributed and will be emailed to all chapters. The quartet leading this initiative set goal of \$8,470 for this year. Goal is to be #5 on the list of statewide donors. Lyle Hanna Volunteer Spirit award-chapters need to submit nominations. Application will be emailed and on the website. Deadline is June 30<sup>th</sup>. Award will be at the state conference.
  - d) SHRM Foundation fundraiser at each chapter need to be getting scheduled. Aging in the workplace and Veteran in the workplace need to be topics of education at each chapter. Work with local agencies to help with these things. Combine this with BTTG speakers/event and it will count.
  - e) Book Nook- bring gently used HR business books, CDs, training material for the Foundation book sale.
  - f) We need 12 volunteers each working 2 hour shifts to work at the state conference Book Nook.
  - g) Chapters that donate books can be entered to win state conference registration was an idea to increase donation.
  - h) Perry will work on monthly report regarding scholarship. He needs chapter's Twitter, LinkedIn and Facebook names and he will send out information and chapters can share it.
  - i) Tim Findley on Diversity-One of his diversity goals is to have understanding in order to have respect. Video was shown to the group from millennials and Gen Z regarding stop being an ally and be an accomplice. Equity is giving people what they need. It's not treating everyone the same, we calibrate to each person.
  - j) Rawleigh needs contact for chapter leads on Certifications. He is trying to find out what chapters are doing for certification. He is looking into having calls with contacts to discuss certification and professional development.
  - k) BSAM invite will go out next week. If you want to attend, you need to go to the entire event, conference (\$595) is covered. Travel and accommodation is on you. It's July 20 & 21<sup>st</sup> at the Galt House in Louisville.
  - l) Lunch at the National SHRM Conference-meet prior to opening night reception. Information will go out to chapters.
  - m) Anyone interested to participate on BTTG call, Shannon will send out information. It will be a one hour call on Monday at 3 p.m. EST.
  - n) Howard Blackburn- KY SHRM conference, categories have been selected, key note in the works. Hoping to surpass last year's attendance. This year a large number of submission for speakers compared to past.

Next meeting will be conference call in July.

Motion to adjourn by Jeff Nally

Seconded by Cindy Norfleet

Motion carried meeting adjourned