

KYSHRM State Council
 Meeting
 Monday, August 24,
 2020
 12 p.m. – 2 p.m.
 EST Zoom
 Meeting Minutes

Members Present

<u>First</u>	<u>Last</u>	<u>2020 State Council Role</u>
Katie	Adams	Council Management Professional/ Executive Director
Bill	Brammell	Legal Advisor
Sondra	Caldwell	Mid-South Chapter President 2020
Tiffany	Cardwell	Foundation and Philanthropic Director
Dr. Charles	Crain	Heart of KY SHRM Chapter President 2020
Beth	Davison	Workforce Readiness Director
Laura	DeFazio	Best Places to Work in Kentucky Director
Jon	Hall	State Conference Co-Director
Lyle	Hanna	
Amanda	Huddleston	KYSHRM Chair Elect
Lynn	Ingmire,	At-Large State Council Advisor
Rita	Johnson,	Public Relations Director
Amy	Keith	Mid-West SHRM Chapter President
Amy	Kirk	KYSHRM Treasurer
Summer	Lindsey,	Legislative Affairs Director
Scott	McGarvey,	Immediate Past Chair KYSHRM
Leslie	Moody	Eastern District Director
Joshua	Mosby	Diversity and Inclusion Director
Sonia	Osman	Four Rivers SHRM Chapter President 2020
Joanne	Prewitt	Central KY SHRM Chapter President 2020
Casey	Richeson	Owensboro SHRM President 2020
Patrick	Smith	KYSHRM Chair 2020
Faith	Stipanovich	SHRM Field Services Director
Amanda	Sutton	Bluegrass SHRM President 2020
Jennifer	Wheatley	Membership Director
Patricia	Williams	Certification Director

Welcome by Patrick Smith

a) Patrick called the meeting to order at 12:06 p.m. and welcomed everyone.

b) Secretary report:

There were no questions or corrections

Motion to approve the secretary's report

Bill Brammell made motion to approve the secretary's report

Seconded: Sonia Osman

Motion carried

c) Approval of Treasurer's Report –Amy Kirk reviewed the financials in the packet as of July 31, 2020.

\$219,690.86 on the balance sheet and Net Income loss of \$645.01.

Motion to approve financials:

Beth Davisson made motion to approve the treasurer's report

Seconded: Casey Richeson.

Motion carried

d) Elliott Wilson, our SE Region MAC Representative, presented the MAC report. He reminded us what the advisory committee does. The Spring Survey went out in April to membership; the information was compiled and the many topics were shared in late June with the State Council Presidents. On August 27th, the entire MAC research will be shared with the membership by conference call. The Fall survey is being created. Florida is still having their annual conference both in person and virtual. Some SHRM representatives will be attending. Almost 600 in person and 600 virtual. The normal attendance is around 2,000.

e) Scott McGarvey updated us on the 2021 officer slate. Scott will be finalizing the slate very soon to send to the membership. Patrick hopes to have the final vote in October 2020.

f) Patrick Smith and Katie Adams shared the Certification Course was approved by the council. Thanks to those that voted between August 7 and August 14 on the Amicus Brief, the Fall Regional in-person meetings have been cancelled/postponed due to COVID-19 and the December Council Meeting will be virtual on Thursday, December 3, 2020. The meeting will probably be from 12-2.

g) Patrick introduced Field Service Director, Faith Stipanovich. The report Faith submitted is in our packets. VOL business meeting in November has not been finalized just yet for in person or virtual. Together Forward at Work, is SHRM's new call to action platform and available to everyone. Take the pledge to share the platform. "Tune in Tuesday", replaces SHRM Annual meeting. These are free sessions to attend and they are recorded if you missed the live session. You still have time to submit the Pinnacle Award project for consideration. September 1st is the deadline date. SHRM Convention BINGO will be available for the Republican National convention, just like the Democratic National convention. The event takes place the last night of the convention. Oct 19-21 conference registration is virtual. Global is also virtual in November. Phishing messages are being sent to SHRM members; this is an alert to be aware of this scam.

h) Katie Adams shared her recent activities. Participated in non SHRM events, KAM & a KY Nonprofit town hall, KPHRA to talk with members about certification. Panelist KLC + membership. Moving forward with the Amecas brief and looking forward working with the Chamber. Certification course up & going, Bus to Business is coming along too. We are submitting the handbook and Bus to Business for a Pinnacle Award. Worked with the Hanna Sprit award. There were 5 nominees. BPTW page with members in the magazine. Sent a DE&I list to the council. KYSHRM Conference and working to get all sessions certified.

i) Patrick asked for Bill to share the Ameca Brief and support. This is extra information for the court

and not an ongoing issue at this time.

Director Reports:

District Director Report- Sherry Powers reported for Central District no update at this time. Leslie Moody, Eastern District Director no updates at this time.

b) Philanthropy and SHRM Foundation- Tiffany Cardwell shared we have about \$400 on the Foundation website already. Free training on the Foundation website. Chapters are still collecting for the Foundation and using creative methods to donate.

Diversity and Inclusion- Joshua Mosby is forming a diversity team from the Council and to learn how best to help the Chapter & Council.

College Relations-Shelly Trent report is included, she was unable to attend. UofL is having a chartering meeting later this year and will be matching mentors and mentees. The importance of SHRM certification will be presented by webinar in the near future for HR student professionals.

Best Places to Work, Laura deFasio shared the celebration will be virtual this year. The Chamber is sending out a celebration box to attendees. 153 companies will be recognized this year.

Legislative Affairs- Summer Lindsey, SHRM has launched a website centered around the election. HR topics are the focus. We are still recruiting "A" Team members.

Certification- Congratulations to Patricia Williams, the new CEO of Wesley House! Patricia said the new virtual Certification program is scheduled to begin September 14th. Thanks to all those that have been helping bring this to reality. Seven current enrollees. Hoping for 20-25. The link is on the kyshrm.com website. The Chamber has partnered to help with registration and technical connections. Registration deadline is September 1, 2020.

Workforce Readiness- Bus to Business- Beth Davisson shared Bus to Business is completely virtual. They have selected key topics to share each month. Starting Workforce Wednesday virtual meetings and need companies to participate. \$1,800 sponsorship received for a virtual classroom feature to begin in October for 10 months. BPTW box will include an invitation for BPTW winners to be involved in Bus to Business. Last year Bus to Business reached 2,200 students, more is expected this year because it is virtual. They want more businesses to participate. They have 20 signed up now. Want to fill October to June with content.

Membership- Jennifer Wheatley, shared that the goals were to increase SHRM membership by 3%, that is down a bit. The 2nd goal is to increase SHRM Chapter members and that is up from 968 to 1,085 members. The state conference will be a challenge to gain members and Jennifer wants ideas from you. SHRM had a membership webcast and the guest speakers shared how they are keeping member engaged. Jennifer wants to reach out to Chapters as to what are you doing. The main topic is to remind members they are the go to for HR and COVID-19 information on blogs and websites. Virtual happy hours & other events to attract new members, helping members in transition during COVID. Katie added that we are looking for ideas on how to engage with virtual attendees. Maybe during the lunch hour to break out by region for networking. Faith added that she is giving away a PMQ qualification session.

Public Relations- Rita Johnson shared to please send articles to rj63@icloud.com. The newsletter went out for August on the 17th and new things are in the works.

2020 KYSHRM State conference- Jon Hall shared the conference will be completely virtual. The conference will offer more value to the participants because all sessions will be available instead of just those that were attended. Faith shared that Indiana SHRM Conference is using the virtual conference with 1,100 attendees and 70 vendors. Lots of conversations, chats and chatter is going on. The conference is going on while Faith is attending our meeting. Keynotes were live and are being recorded. The breakouts are all prerecorded. For KYSHRM the cost of the conference will not be adjusted based on the value of the content and access to the recorded sessions and keynotes. There are just over 200 attendees at this time. Katie reminded that there are the two free conference registration drawings during the conference too.

Chapter presidents shared their updates.

Sonia Osman - Four Rivers, thanked the Council for the advice she has received for her Chapter. Amanda Sutton the current president relocated to Maryland and they had a special session to elect a new president. They are working to fill the board for 2021. They had 2 winners for certification registration and one earned certification. Working with the workforce director and the membership is working with transition members and offer a one time membership free renewal. In July they offered virtual meetings and offered ways to do things with dues. They plan to buy a tablet and tripod to share meeting virtually once face-to-face meetings begins again.

Amy Keith - Mid-West, – she believes the virtual meetings have been great and membership is growing. They sent a Yeti cup with a motivational statement as a gift to the members.

Tiffany Cardwell shared that the president was unable to attend due to a death in the family and wondered if we send condolences to council members when needed.

Summer Lindsay asked if any chapters are planning to go back to face-to-face meetings. Feedback from chapters is to stay virtual through 2020. Virtual attendance has been increasing compared to in-person meetings.

Casey Richeson said OSHRM is still offering virtual meetings. OSHRM is finding out that presenters that had been booked have been furloughed or laid off and difficult to contact and not available. Katie thanks to you for certifying our meetings on the fly.

Tiffany Cardwell shared that the mailing list is being reviewed because many members are using work email instead of personal and they may have been furloughed or laid off.

Sondra Caldwell- Mid-south, The virtual meeting is working very well because of where the members live/work and meetings have been certified. They may also introduce virtual chats for the membership.

Patrick Smith shared Coffee & Convo is a good platform that has been offered at the Annual Conference. Check out the SHRM site for more details.

Patrick Smith asked Faith about the SHAPE award submissions are they being delayed for 2020? Faith will do some research.

Kudos to all for what you are doing for KYSHRM, Patrick Smith

Katie Adams - dates & reminders. Chapter registrations by Oct 1, BPTW list today and doodle poll for next Council Chat and topics to be discussed.

The next meeting is December 3, 2020 and will be the final board meeting of the year.

Casey asked where the certification registrants' chapters are from. Katie & Patricia will work on that.

Amanda Huddleston shared over Zoom her COVID-19 therapy pup, Murphy.

Motion to adjourn by Amanda Huddleston & Murphy and Seconded by Lyle Hanna. Motion carried meeting adjourned at 1:52 p.m.