



The Pennsylvania State Council of SHRM, Inc.

129 South Main St, PMB #9
Lewistown, PA 17044
www.pashrm.org

PA SHRM State Council Meeting

Friday, January 27, 2023

Scheduled 9:00 am – 12:00 pm

TOPIC

PRESENTER

Welcome

New Folks - Welcome!!

Sue Greene, SHRM-CP, PHR, MSHRM
sgreene@unionco.org

Laura Miklos, SHRM-SCP - Butler/Mercer HRA
Dan Corkum - Pittsburgh HRA
Heather Holzer, SHRM-CP – HRMA of Blair County
Jennifer Strobel, SHRM-SCP, SPHR – Lancaster SHRM
Jacqueline Williams, SHRM-CP, PHR - HRP of Central PA
Michele McDonald, SHRM-CP – SEPA SHRM
Missy Peifer, SHRM-SCP, SPHR – Susquehanna HRMA
Lucille Arslanian, SHRM-CP, PHR – SHRM Lehigh Valley
Cori Leary, SHRM-CP, College Relations

- Roll Call Dina Perreault, SHRM-SCP, SPHR, MSA
dperreault@faulknertobesure.com

- Approval of Minutes Prior Meeting Dina Perreault, SHRM-SCP, SPHR, MSA
 - Motion: Jamie Leonard
 - Second: Ashley Zinn
 - Discussion: no
 - Against: No
 - Abstain: No

- Treasurer's Report Kelly Varner, SHRM-SCP
kelly.varner@cabinetworksgroup.com
 - 2022 Year-End – will send in a separate email to the whole council
 - 2023 Financials – new budget was approved by email in Fall 2022
 - Expense Reporting
 - New travel reimbursement rate - increase from 62.5 cents to 65.5 cents
 - New expense report will be emailed to the council soon. If you have an expense, please send the form and receipts to Sue Green, State Council Director, for approval and she sends to Treasurer
 - To qualify for expense reimbursement, if your employer or local chapter doesn't cover the expense or if there is a financial hardship, you can submit to the state for review and approval

- Nominations Jamie Leonard, SHRM-SCP, SPHR
jleonard@rabbittransit.org
 - **Secretary & Treasurer NEEDED for 2024**

Job descriptions will be sent to the whole State Council. If you are interested or if you'd like to nominate someone, send an email to Jamie Leonard with your resume and why you're interested in the role. Interviews will be held in April/May around the L&L Conference.

- Executive HR Professional update Jamie Leonard, SHRM-SCP, SPHR

Past State Council Directors are working together to develop a resource group for HR Executives in PA. Working to get an eblast sent out through SHRM on 1/30/23, we'll add information on our website, on social



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media and through our networks. Stay tuned for more information coming! If you have any questions, you can reach out to Phil Sukenik – his contact info will be in the communications that are coming.

- Board openings Sue Greene, SHRM-CP, PHR, MSHRM
 - District Director Western Region – job description will be sent to whole State Council

If you are interested or if you'd like to nominate someone, send an email to Sue Greene at sgreene@unionco.org

- Chapter updates Round Robin Dina Perreault, SHRM-SCP, SPHR, MSA

MAC intro

Lou Lessig, SHRM-SCP, SPHR
llessig@brownconnery.com

MAC – Membership Advisory Council – 11 states from ME to MD in our region
Newly appointed – volunteer representative! Lou is a former NJ State Council Director
Happy to help us with any membership issues we may have

SHRM Update

Curtis Woody, SHRM-SCP
Curtis.Woody@shrm.org

Northeast Region SHRM Field Service Director – Slide deck will be sent via email – here are a few snips

Our purpose is to elevate the HR profession.

Our mission is to empower people and workplaces by advancing HR practices and by maximizing human potential.

Our vision is to build a world of work that works for all.

COMPONENTS OF SHRM

- Over 400 Employees
- Over 300,000 Members

- 51 State Councils & Chapters
- Over 575 Chapters

- 4 Global Offices
- 20 Global Forums

SHRM Foundation

SHRM EXECUTIVE NETWORK
HR PEOPLE + STRATEGY
615 Executive Members

SHRM'S VOLUNTEER STRUCTURE

Network of Chapters, State & Regional Councils & MAC



HOW LEADERSHIP HAPPENS

DIRECTION, ALIGNMENT, COMMITMENT (DAC)

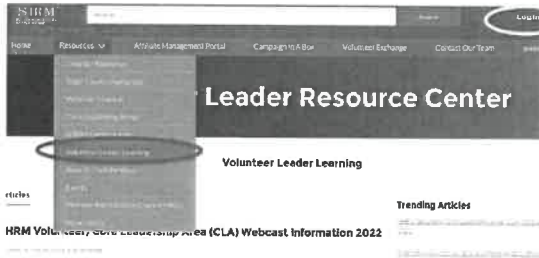


- Reviewed SHAPE requirements – due 1/31/23!!
- Reviewed EXCEL Award Eligibility Levels – due 3/15/23
- Regional Council Business Meeting – all 5 regions with State Directors and others will meet in Boston, MA – presentations will be made available on the VLRC site under Volunteer Leader Learning
- Reviewed Dual Membership – more engaged, informed and involved in our community – program benefits in slide deck



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Affiliate Management Portal (AMP)

- Next AMP Overview on 2/01/23
- Only the following VL will have access to AMP
 - Chapter President/President-Elect/Past President
 - Certification Director/Membership Director
 - Treasurer/Chapter Management Professional
- New Volunteer Leaders will not have access to the AMP until their role becomes Active in SHRM's database; again, provided they were submitted on your CLIF.
 - Leaders from 2022 will continue to have access until 90 days after their 2022 term expires
 - Leaders must use their SHRM credentials (email and password) to log in so our system can recognize the appropriate Volunteer Leaders.
 - If your Chapter has not submitted a CLIF, your incoming Chapter leaders won't be in our database, and therefore will not have access.

New Board Orientation for Volunteer Leaders

For Chapter Officers, Directors and Chairs

- SHRM Affiliate: The Business of SHRM
- SHRM Affiliate: How to Run your SHRM State Council or Chapter
- Governance and Operations for SHRM State Council or Chapter



Volunteer Leader Learning – You must Login to access:
<https://vlrc.shrm.org/#!/article/SHRM-Volunteer-Leaders-Board>

Dual Membership Release Information – next release is April – next training is 2/21/23

4 chapters in PA are DMR

DMR Benefits & Support

Membership Marketing Support

- Technology, digital marketing assets and promotion for Chapter + SHRM membership
- Renewal marketing efforts:
 - Renewal messaging begins 90 days prior to the renewal date
 - Renewal communications continue for 30 days after expiration
- Number of eBlasts doubles → from 1 to 2 eBlasts per Quarter

Financial Benefits

- CFSP increases by 150% → from \$10/year to \$30/year for every existing Dual Member
- CFSP increases from \$0 to \$30 for LMO Conversions
- \$1,000 Program Assistance: a one-time benefit to non-100% chapters that convert to 100% DMR (Only available for chapters launching in 2023)
- Special 50% discount Transition pricing for SHRM Professional memberships for Chapter Local Members Only (LMO) members converting to Dual membership.

Additional Benefits

- SHRM provides a daily Membership Roster and a daily Transaction Report with detailed information about Dual Members
- Free SHRM Speaker's Bureau speaker including travel expenses (excluding Executives and external speakers)
- No more membership roster audits!
- Chapters have 2 years to transition to 100%.

- SHRM Membership dues – there's a program to save on your renewal if done by 2/1

Conference Updates:

- Legal & Legislative: 4/28/23 – Best Western, Harrisburg, PA Tiffany Bloyer, SHRM-CP, PHR
tbloyer@franklincountypa.gov
Justin Leader
jleader@benefitsdna.com

- Finalizing agenda, topics & pricing
- Calling for sponsors/ exhibitor – slide deck created and will be shared soon
- If you would like to join the L&L committee, please let us know!

- State Conference: 9/14-15/2023 – Penn Stater

Lisa Petro, SHRM-SCP, SPHR
lpetro@cornerstonecare.com
Derek Goodhart, SHRM-CP
dsgoodhart@cumberlandcountypa.gov

- Fasten Your Seatbelt! You're flying HR AIR!
- Call for keynote speakers by 2/28/23



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- Call for breakout speakers by April 2023
- Need LOTS of volunteers! Please let us know if you'd like to help in any way!

- Volunteer Leaders: 7/21/23 – Gettysburg Hotel
 - Social event with historians the night before – 7/20/22
 - Basics through Revitalization
 - Working to get speakers – 1 confirmed, still looking for more
 - Core Leaders will also be presenting – how they provide resources to chapters
 - Who's invited? Anyone on your boards or anyone who wants to volunteer at the local or state level
 - This conference is FREE (travel and hotel must be paid)
 - Recertification credits are offered

Michele Stauffer, SHRM-SCP, SPHR
Kim Edgin, SHRM-SCP, SPHR,
MSMPA, CIHC

CLA Updates:

Core Leader

- Membership

Brooke Holland, SPHR
Brooke.Holland@capbluecross.com

Dual-Membership Action plan – chapters please send to Brooke when complete! They'll be discussed at the RCBM in February in Boston, MA.

<https://www.shrm.org/VLRC%20Asset%20Library/DUAL%20MEMBERSHIP%20ACTION%20PLAN%20State%20Council.docx>

- SHRM Foundation

Brooke Holland, SPHR

- 1) State Council Donation of \$11,020 – this puts PA in the Top10 in the country and 100% giving (each chapter also donates)
- 2) Please consider making a basket raffle donation for the L&L Conference. Let Brooke know if your chapter will be making a donation.
- 3) Provides scholarships to members – more information coming separately

INITIATIVES with hyperlinks

- [Untapped Talent Pools](#)
- [Skilled Credentials](#)
- [Veterans at Work](#)
- [Getting Talent Back to Work](#)
- [Workplace Mental Health & Wellness](#)
- [The Aging Workforce](#)
- [Employing Abilities at Work](#)
- [Human Resource Registered Apprenticeship Program](#)
- [Mentorship Experiences](#)

SCHOLARSHIP INFORMATION with hyperlinks

- [Scholarship Overview](#)
- [Certification](#)
- [Conference](#)
- [Undergraduate](#)
- [Graduate](#)

- Workforce Readiness

Mary Kay Williams, SHRM-SCP, SPHR



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marykay@mindshiftconsulting.net

- 1) Has sent out workforce development/ readiness links for SHRM webinars and then following up with meetings with chapter reps across the state after the sessions to discuss and share best practices
 - 2) Jobs for America's graduates – SHRM Initiative for students with barriers to graduation and employment – still trying to figure out how the state can get involved – looks like programs designed for major metro areas: Philly/ Pitt – more to follow!
 - 3) Scheduling a 90 minute webcast (lunch'n learn) end of March/ early April with Penn College of Technology – apprenticeship summit/ state of the workplace
- Diversity & Inclusion Danielle Mundekis, SHRM-CP
dmundekis@eckertseamans.com
 - 1) Had a meeting with chapter D&I reps at the end of last quarter
 - 2) Going to establish a working group where folks can ask questions/bounce ideas on demand.
 - 3) Scheduling quarterly meetings that are facilitated open forums. First one will take place in March
 - 4) Working on a resource list that can be shared with the email distribution group on a monthly basis -- first one will go out first week of February. Will try to feature SHRM resources as well.
 - Young/Emerging Leaders Tyler Zalucki
tyler.zalucki@trion-mma.com
 - 1) Developing repository on PA State website to help local chapters start or ramp up this function in their areas
 - 2) Developing questionnaire/survey for needs analysis
 - College Relations Update Cory Leary, SHRM-CP
cori_leary@foulkeways.org
 - 1) New in role – Welcome Cori!!
 - 2) Introductory email sent to all chapter college relations directors to get program up and running – willing to work with folks on chapters that don't have a designated college relations chair
 - Certification Update Judy Rang, SHRM-CP, PHR
jrang@hampsteadmd.gov
 - 1) SHRM's Certification Goal for 2023 is 136,150 credential holders.
 - 2) Our certification growth goal for 2023 is 3%.
 - 3) Partner with your Membership director to review the SHRM Quarterly Membership and Certification Report to track your chapter's membership and certification numbers. Great resource.
 - 4) Tiffany Brown, SHRM Certification Specialist sends out a monthly Certification Central Newsletter. Make sure your Certification Directors are receiving this very informative update. It is including certification updates, important deadlines and events, and quick links to certification resources.
 - 5) Review your chapter website to make sure you have the 2023 Certification Handbook and information linked to the SHRM website.
 - 6) SHRM is offering SHRM Certification Preparation Options again this year. Receive 1 Facilitator Kit and 5 Participant kits. Pricing is:
 - (a) Instructor Kit - \$595.00
 - (b) Participant Kit - \$575.00 per kit with an order of 5 or more
 - 7) Chapter Certification CLA Webcasts are scheduled for:
 - (a) February 1, 2023
 - (b) May 31, 2023
 - (c) September 6, 2023
 - (d) December 6, 2023
 - 8) 2023 Window 1 Testing – May 1 – July 15, 2023
 - (a) Early-Bird Application Deadline – March 18, 2023
 - (b) Standard Application Deadline – April 8, 2023



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District Director Update:

- o Michelle Stauffer, South Central District, SHRM-SCP, SPHR mstauffer@shanks.com
- o Kim Edgin, Southeastern District, SHRM-SCP, SPHR, PHR-CA, MSMPA, CIHC
kedgin@renfrewcenter.com
- o Brandy Moon, North Central District, SHRM-SCP, brandym@ncsight.org
- o Susan Meier, West Central District, MHRM, MBA smeier@reliancebank.com

Notes: Important Dates

January 31, 2023 – SHAPE Due (State Director/ Chapter Presidents)
https://shrm.formstack.com/forms/2022_shape_chapter_state_council

February 1, 2023 – Annual Conflict of Interest Forms emailed to entire State Council

February 16-18, 2023 - Regional Council Business Meeting – Boston, MA - Registration open

March 15, 2023 – EXCEL Due
https://shrm.formstack.com/forms/2022_shrm_excel_award_application

April 28, 2023 – L&L Conference – Best Western, Harrisburg, PA
<https://www.pashrm.org/events.php>

June 11 – 14, 2023 – SHRM Annual Conference & Expo – Las Vegas, NV

July 2023 – Chapter Member Audit emails sent to Chapter Presidents Audit due over the summer
<https://vlrc.shrm.org/s/article/Chapter-Audits> Complete the form and send it to SHRM.MemberRelations@shrm.org
When you send an email, reference your chapter number, along with PA, and member engagement representative's name: Rebecca Pattan

July 21, 2023 – Volunteer Leadership Conference – Gettysburg Hotel, Gettysburg, PA
<https://www.pashrm.org/events.php>

September 1, 2023 – Pinnacle Award Application Due (Optional)

September 14-15, 2023 – Annual Conference - The Penn Stater Hotel & Conference Center, 215 Innovation Blvd., State College PA 16803) <https://www.pashrm.org/events.php>

October 30 – November 1, 2023 – SHRM Inclusion 2023 – Savannah, GA

November 16-18, Volunteer Leaders Business Meeting (VLBM) – Washington, DC

December 1, 2023- Due Dates: 2022 Chapter Leader Information Form (CLIF) & 2022 State Council Leader Information Form (SCLIF), any chapters transiting in mid-year, send it in 15 days before the term starts.
<https://vlrc.shrm.org/s/article/Chapter-Leader-Information-Form-CLIF>
<https://vlrc.shrm.org/s/article/State-Council-Leader-Information-Form-SCLIF>

December 31, 2023 – SHRM Foundation Donations Due (please try to make all donations prior to 12/1)

State Council Meetings:

Q1 2023 **1/27/23 Virtual** – 9:00am – 12:00pm
<https://us06web.zoom.us/j/81841261197?pwd=VkFoVktFSiQ3eDdPc3ZkN1dvYUVRQT09>
Meeting ID: 818 4126 1197
Passcode: 607206



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Q2 2023 **4/27/2023**- Time change- 2:30 to 5:00pm Best Western Hotel Harrisburg, Pa (day before L&L Conference)

Q3 2023 **7/20/2023**- **Virtual** - 9:00am – 12:00pm

<https://us06web.zoom.us/j/82310150548?pwd=SmJDR0RmSzlnVWVmMzZlJXSkYwWnpYdz09>

Meeting ID: 823 1015 0548

Passcode: 969254

Q4 2023 **9/13/2023**- **1:00pm - 4:30pm** - Lunch at noon- Penn Stater Hotel & Conference Center (day before annual conference)

“PA State Council promises to bring value to be delivered to our chapters and its members as the conduit for SHRM to the local level. We will build awareness of priorities for the HR profession, offer professional development opportunities and support SHRM in its efforts to strengthen the HR community at large.”



