**PA SHRM State Council Meeting**

July Thursday 20, 2023

Scheduled 9:00 pm – 11:00 am

**TOPIC PRESENTER**

Welcome Sue Greene, Ph.D., SHRM-CP, PHR

Volunteer Appreciation! sgreene@unionco.org

* Roll Call / need any Badges Dina Perreault, SHRM-SCP, SPHR, MSA

dperreault@faulknertobesure.com

* Approval of Minutes Prior Meeting Dina Perreault, SHRM-SCP, SPHR, MSA

Motion: Vicki Krotzer

Second: Beth Shartle

Discussion: No

Against: No

Abstain: No

* Treasurer's Report Kelly Varner, SHRM-SCP

kelly.varner@cabinetworksgroup.com

* 2023 Financials – 1/1/23 – 6/30/23 - running well under forecast

Motion: Anne Nelson

Second: Jen Strobel

Discussion: No

Against: No

Abstain: No

Approved motion to conduct a financial audit to transition to new Treasurer – Fioire Group estimated $2,200 - $2,750

Motion: Kori Amos

Second: Susan Meier

Discussion: Reviewed the proposals the board has received ($250 - $10,000 in proposals) and decided to use Fioire Group who has had experience with our practices. Recommendation: conduct financial audits every 2-3 years (once mid-year for the treasurer term and again at transition)

Against: No

Abstain: No

* Nominations-update Jamie Leonard, SHRM-SCP, SPHR

Treasurer/Financial Director

Secretary (ask for details)  **NEEDED for 2024** jleonard@rabbittransit.org

* Board openings for 2024 Sue Greene, Ph.D., SHRM-CP, PHR,
	+ District Director West Central
	+ Media Relations
	+ CLA - Workforce Readiness
	+ Member Relations
	+ Workforce Readiness

*All positions listed above (except Secretary) serve a two-year term beginning the first day of January and ending the last day of December. Each may be reappointed for three additional one-year terms for a total service of five years.*

**Chapter of the Year Award**

Deadline extended to August 15Vicki Krotzer, SHRM-CP, PHR

Winner will be announced at Annual Conference in September

<https://www.memberleap.com/members/proposals/propselect.php?orgcode=PSHR&prid=1222901>

**Executive Team updates :** Sue Greene, Ph.D., SHRM-CP, PHR,

* Reception in Gettysburg after our meeting today.
* Reminder of chapter changes. Leadership/mergers

**MAC**

MAC survey went out 7/17/2023 – due 8/2/23 *(See Lou in September)* Lou Lessig, SHRM-SCP, SPHR

llessig@brownconnery.com

**SHRM Update** Curtis Woody, SHRM-SCP

Curtis.Woody@shrm.org

Northeast Region SHRM Field Service Director

* Membership Audits – local chapters - letters will go out 7/31/23, 8/18/23 and 8/28/23.
* You can download the report from AMP (Affiliate Mgmt Portal) – DMR chapters don’t need to do audit!
* Pinnacle Award submissions – 6/1/23 – 9/1/23 – best practices and workbooks on VLRC to help – SHRM would like to see MORE submissions for this award
* Complete MAC survey no later than 8/2/23 – this is how SHRM updates practices to best support local chapters across the country – the AMP came directly out of these surveys
* Webcast and zoom call coming up to discuss Membership
* SHRM Foundation launched “Ready for Success” toolkit at shrm.org/foundation
* Every year after annual conference / expo – there are a flurry of phishing emails stating that they are selling attendee lists – this is a scam, if you get an email like this, please forward it to Curtis
* 10% discount off annual conference rates – if you paid a registration for the 2023 conference and are in a volunteer role – tied to your volunteer leader service record – this is will shared shortly by SHRM
* Register now for monthly VL webcasts (Strategic Volunteer webinar up next) – see VLRC for more information – the webcasts qualify for 1 SHRM credit
* Important Dates:
	+ Inclusion Conference – 10/30/23 – 11/2/23 – Savannah, GA
	+ Women in Leadership – 11/13/23 – 11/16/23 – Orlando, FL
	+ VLBM – 11/17/23 – 1/19/23 – Washington, DC (2024 State Director, Membership, DDs (2), College Relations/ Emerging Professional, Legislative, Local Chapter Presidents) – registration and hotels covered by SHRM
	+ Regional Leadership Council 2/8/24 - 2/10/24 – Austin, TX (State Council members by invite)
	+ SHRM 2024 – 6/23/24 – 6/26/24 – Chicago, IL

**Conference Updates:**

* 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!
* Need LOTS of volunteers! Please let us know if you’d like to help in any way!
	+ Introduce speakers
	+ Registration table
	+ Line control
	+ Bag stuffing!
* 157 registered as of today – book your hotels ASAP! More info on pashrm.org
* 9/13/23 – evening networking event sponsored by United Concordia – more info coming!
* Volunteer Leaders: 7/21/23 – Gettysburg Hotel Michele Stauffer, SHRM-SCP, SPHR

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

* Basics through Revitalization
* Social event with historians the night before confirmed – 7/20/22
* Speaker – confirmed Kevin Sensenig (Leadership), Chad Barger (topic will cover onboarding, succession planning and maintaining efficiency), Historian
* Core Leaders will be presenting – how they provide resources to chapters
* Recertification credits are offered
* Attendance – 43

**CLA Updates: Core Leader**

* Membership Brooke Holland, SPHR

Brooke.Holland@capbluecross.com

* SHRM Foundation Brooke Holland, SPHR
	+ Chapters encouraged to make foundation donation no later than 12/1/23
	+ PA SHRM has donated $2,036 YTD from baskets at L&L
	+ Need baskets for the state conference in Penn State – if you can provide a donation, please reach out to Brooke
	+ Membership – Q2 reports will be out shortly – based on Q1 report, PA has had 4% increase YTD
	+ If you don’t receive your report by the end of July, please reach out to Brooke to follow up
	+ PA Audits happen in Q3 – drops in membership tend to occur in this quarter primarily due to the email addresses listed at local chapters might be different than the emails at SHRM – they must match to get full credit – ask your members which email address they use for their SHRM membership to put in the audit workbook
* Diversity & Inclusion Danielle Mundekis, SHRM-CP

dmundekis@eckertseamans.com

* Young/Emerging Leaders Tyler Zalucki

tyler.zalucki@trion-mma.com

* + Created a landing page on Dropit to build upon this area
	+ Hosted a few cross-sectional meetings with Buffalo and Philly SHRM
	+ Working with local chapters to help set up this role and how to move forward – looking for any information that you all have and advice you’d like to give to help everyone across the board attract and retain emerging professionals
* Certification-update Judy Rang, SHRM-CP, PHR

jrang@hampsteadmd.gov

1. First Qtr. 2023 Numbers
	1. 2,341 Certified SHRM Members in Chapters
	2. 45% of Chapter Members are Certified.
	3. Dual Membership (Chapter/SHRM) 4% growth from Dec. 22 to Mar. 23
	4. Chapter Members with SHRM Certification – 6% Growth from Dec. 22 to Mar. 23
2. Total SHRM Certification Goal for 2023 is 3% growth for the year. Currently exceeding goal.
3. SHRM Certification Second Testing window for 2023- December 1, 2023-February 15, 2024.
4. Early Bird Application – June 1st – Sept 11th
5. Standard Application Period- September 12th – November 9th
6. Show the SHRM Certification Slide show prior to Monthly Chapter meetings. Presentation is available on the SHRM VLRC
* Legal Legislative Tiffany Bloyer, SHRM-CP, PHR

tlbloyer@franklincountypa.gov

* Workforce Readiness Mary Kay Williams, SHRM-SCP, SPHR

Marykay@mindshiftconsulting.net

* + Contacted by PA Recovery Organization Alliance – 5 year Fed Grant – help individuals find gainful employment while in substance abuse recovery – they would like to send out invitation to all employers – we’ll send to all chapter presidents – the grant covers Central, NEPA and SEPA
	+ Sent out any announcements regarding quarterly meetings to PA SHRM membership regarding Workforce Readiness/Development.
	+ Worked with Jobs for America’s Graduates (JAG) and to make connections when necessary. Attended several Zoom meetings with JAG and SHRM National (Sean McIntosh) to try to determine what/how we at the PA State Council could assist the collaboration that SHRM National has encouraged. JAG PA’s leader is Dr. Ruth Patterson. JAG wants SHRM chapters to offer help and collaboration with students to give them workforce readiness strategies for the future. Other States have a very strong connection and many schools that work with their local SHRM chapters to offer volunteers to:
		- Hold mock interviews;
		- Review resumes;
		- Coach students on workplace career pathways;
		- Encourage HR as a field of study;
		- Offer internships in the companies where they are HR leaders, etc.
	+ Currently PA JAG has five (5) affiliate schools in the Southeastern PA area. Dr. Patterson is trying to secure at least one school in the Erie PA area this year. Other JAG projects in other states have a much larger representation of schools. It seems like PA JAG is in the very beginning stages of development and JAG may be interested in PA SHRM to do some of their ‘groundwork’ and admin.
	+ In May 2023, I coordinated a meeting between JAG, National SHRM representative—Sean M. and all PA SHRM chapters were invited for Dr. Patterson (JAG) to give an overview about the program. Less than six chapters attended this meeting. At the conclusion of that meeting, I asked what else we at PA SHRM could do to assist; and it was suggested that JAG ‘has it from here’. I have not been involved or invited to any meetings until recently when it was requested that I schedule a JAG meeting for them; I declined that opportunity suggesting that JAG would be able to schedule/coordinate their own meetings. I am happy to further discuss this project with the new Workforce Readiness/Development professional to provide my reflections.
	+ The Penn College/PA SHRM free Apprenticeship webinar in April was very well attended. It was a very positive relationship and gosh—FREE SHRM credits! 😊 I would suggest that the new Workforce Readiness/Development Leader find and offer more opportunities like this to encourage involvement.
* College Relations Cori Leary, SHRM-CP, PHR

 cori\_leary@foulkeways.org

* Executive HR Jamie Leonard, SHRM- SCP, SPHR

 jleonard@rabbittransit.org

* + Place where PA HR Executives can network and share information and resources.
	+ Reaching out to folks who have registered for this – trying to pull together a meeting for this group at the annual conference

**District Director Update:**

* Michele Stauffer, South Central District, SHRM-SCP, SPHR mstauffer@shanks.com
	+ York - continuing to increase membership – up to 125, October ½ day seminar
	+ Pottstown – no programming for Summer, start up again in Aug – working on community service over summer, Better Tomorrows (Section 8 housing)
	+ Berks – Added online application for membership – were down 3 volunteer positions but just filled them all last month – in-person meetings Apr-Dec and 6 lunch sessions via Zoom – all speakers confirmed/lined up for the year
		- Kim Edgin, Southeastern District, SHRM-SCP, SPHR, PHR-CA, MSMPA, CIHC kedgin@renfrewcenter.com
			* Lancaster – Fall Legal conference 9/29 – membership goal is 450, pushing for 500, had session with Greater Valley Forge (neurodiverse hiring)
			* CCHRA – networking event in August – raising funds for Chester County Futures, ramping up programming, surveyed membership, will be offering events throughout the day to get more participation
			* SEPA SHRM – coffee chats being held, board is full!, membership is increasing
			* Philly SHRM – new President as of 7/1/23, 32 board members, held first strategy session last week, 1300-1400 members, held Black HR experience aligned with Juneteenth, programming year kicks off in September – considering changing time of day for events and location of events
			* Brandy Moon, North Central District, SHRM-SCP, brandym@ncsight.org
				+ SHRMA – working to regain membership, had an in-person meeting in spring and had excellent attendance, virtual meetings in the fall, challenge: succession planning in volunteer roles – still need Pres-Elect
				+ West Branch – full board meeting scheduled in August, working on ways to better engage members, hybrid meetings struggled with attendance, program director resigned in May so looking for programming – host a full membership meeting and survey current and past members to see what they’re interested in (programming/ networking) going forward.
				+ Central Valley – slow since COVID, hoping to kickstart that chapter with some help from SHRM – there’s interest but they lost their venue and need board volunteers to help stand up
				+ Susan Meier, West Central District, MHRM, MBA smeier@reliancebank.com

HRAA – set up with board and programming for the year –

Indiana County – set up with board and programming for the year

HRMA North Central PA – summer off, preparing for fall programming, added 3 new board members 2 weeks ago

Blair County – networking session held in May – strategic planning meeting held, looking for a few new board members, holding ½ day conference in October, membership is slightly down, putting together plan for 2024

Vicki Krotzer, Western District, SHRM-CP, PHR victoriak82@comcast.net

Pittsburgh – working on annual conference in September, just finished annual golf tournament – working on volunteers for next year

Westmoreland – struggling as a chapter, had 80 members, down to 44, board from 10 down to 5, maintaining virtual sessions, sent out survey to assess if there is a future for this group – this year is their 25th anniversary

HRMA of NW PA – working with students to give realistic job information, initiative to increase student membership – had Spring event in Erie, put out post event survey and got great ideas for next programming year

**Notes: Important Dates**

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 (no audits necessary for DMR chapters!)

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: 2024 Chapter Leader Information Form (CLIF) & 2024 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)

**2024**

January 31, 2024 – SHAPE Due (State Director/ Chapter Presidents)

link will follow when posted

February 1, 2024 – Annual Conflict of Interest Forms emailed to entire State Council

February 7-10, 2024 - Regional Council Business Meeting – Austin, TX

March 15, 2024 – EXCEL Due

link will follow when posted

April DATE TBD 2024 – L&L Conference – Best Western, Harrisburg, PA

<https://www.pashrm.org/events.php>

June 2024 – SHRM Annual Conference & Expo – Chicago, IL

**State Council Meetings:**

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.”***