

TN SHRM State Council Meeting
Wednesday, September 20, 2006
Park Vista Hotel, Gatlinburg, TN

Attendees: Angie Bearden, Warren Bowling, Anita Brandenburg, Angela Bruce, Claudette Bujold-Poirier, Annette Callis, Kellie Conn, Carol Cross, Frances Flowers, Valerie Gifford, Christa Haynes, Ginger Hill, Ron Hopper, Michael Hudson, Becky Jones, Stephen King, Carlton Little, Stephanie Matlock, Tim McConnell, Cydney Miller, Theressa Myers, Shelly Prochaska, Don Ray, Tammie Scott, Jill Senff, Gary Steele, Gail Wesline, Mike Willard, Sara Worley.

Meeting called to order at 2:05 p.m. by Angie Bearden. Angie commented that this was her last meeting as Director, and thanked everyone for their contributions throughout her term. She then presented the nominees for the 2007 – 2008 State Council positions with Mike Willard as Director, and Don Ray as Director-Elect. Ron Hopper made a motion to approve the nominations. Gail Wesline seconded the motion, which carried.

Angie presented the bylaws as updated to reflect SHRM National's guidelines. She called attention to Section 5.4 which limits terms to a maximum of three years, and asked if the term limit should remain based on the limited resources and difficulty filling Board positions. Discussion followed regarding deleting the term limit or leaving it in but allowing the Board the ability to waive. It was decided to leave the term limits in the bylaw, but to allow a vote to waive term limits in the future as needed. Angie will send the bylaws to SHRM for approval before the Board votes.

Jackson Report:

Chapter has petitioned for affiliation with SHRM National. 2006 has been the first year that the chapter has met every month. Approximately 60 members with 25 – 30 attending each meeting.

Treasurer's Report:

Balance as of 8/31/06 = \$11,440.19. Net Income and expenses year-to-date is (-\$1,297.61). Still have outstanding membership from Clarksville and have received \$3,400 contribution from last year's conference in Nashville. Don reported that most expenses were from the District Directors traveling to the various chapter meetings. Donations included \$1,000 for Student Games and \$750 to SHRM Foundation. Don also asked for recommendations for a Treasurer for the 2007-2008 terms. Ron Hopper made a motion to approve the report, seconded by Stephen King. Motion carried.

Mike Hudson reported on the attendance at the conference of approximately 430 registrations overall, legal attendance with 400, and 82 exhibitors. He reported that they were seeking alternate locations for the 2010 conference to accommodate all attendees and more exhibitors. Sevierville is building a new conference facility that should be completed by then.

Carlton presented the THRC update reporting a good year financially, with interest of \$2,896.59. \$2,000 deducted for first half of scholarship money. Total THRC funds as of June 30, 2006 \$102,906.59 in savings and investments. She reported there are two scholarship winners this year. MTM needs to receive recognition for the plaques and awards.

Becky Jones reported the new website has the same domain name, shrmtn.org. She asked everyone to review and give suggestions to Mike or Angie. The cost will come down with

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hosting cost of \$190 for two years and domain name cost of \$41. She will add pictures of the James House Williamson award winner and the Excellence and Scholarship recipients.

Mike requested that all chapters submit incoming President contact information to him if there are changes.

At-Large Initiatives – Stephen King:

Stephen reported he had attended the Duck River meeting to provide overview of benefits of being a local SHRM Chapter member. There is a SHRM National initiative to clean-up at-large lists. He reported there are 119 at-large members at the conference and reminded all chapter presidents about the breakfast Friday morning for at-large members and encouraged them to attend and represent their chapter. There was discussion from chapter presidents regarding the inaccuracy of the at-large lists received from SHRM National.

Awards and Recognition – Theresa Myers:

Theresa expressed appreciation for the submission of candidates for the James House Williamson Award and the Professional Excellence Awards. She reported there were 7 recipients for the Professional Excellence Awards.

District Director Reports:

West Tennessee:

Warren Bowling reported that West Tennessee chapters are healthy and there is a lot of excitement about the Jackson affiliation.

Middle Tennessee:

Angie Bearden reported for Sherry Tarbutton, reporting she has visited several of her chapters. Sherry's term is over in December and Angie shared her appreciation of her efforts.

East Tennessee:

Mike Willard reported that Sheryl Ransom is moving into the East TN Director Role. He visited all the chapters and promoted the conference. He thanked the Council the support and for funding the travel to the chapters.

Core Leadership Areas:

Legislative:

Tim McConnell provided a handout detailing Proposed State and Federal Legislation, calling attention to the Comprehensive Immigration Reform Act of 2006 information. Tim also distributed the August issue of Labor & Employment News, calling attention to the article entitled "United States Supreme Court Expands Extent of Employer Liability for Retaliation Claims" on page one. He encouraged including this topic in training for Supervisors and Managers. He provided an update on the Avian Flu, reporting there are currently no known human cases in North America, but emphasized the dramatic effects it could have on workforce

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availability. He stated there are several resources for additional information including the Department of Labor, State of Tennessee and each County.

Workforce Readiness:
No report.

Foundation:

Gail Wesline reported the State Council will receive "Champion" status for 2006, stating each Board member made a personal contribution to the foundation. SHRM National is at 45% of their fundraising goal which is 30% ahead of where they were last year at this same time. The silent auction fundraiser had contributions from 34 states and raised \$44,000. Gail reported there is a new DVD on ethics available to the State Council and Chapter Presidents along with a free download of talking points that can be used for presentations. SHRM National provided \$50,000 in scholarship money through 60 scholarships. SHRM Foundation contributions were requested from State Conference attendees.

Chapter Reports:

SHRM Chattanooga:

Frances Flowers reported the Chattanooga Board spent the summer planning for the 2007 State Conference. Opening session speaker is confirmed and several corporate sponsors have been obtained. Chapter held a 3 hour diversity seminar with Candace Kollas and presented diversity recognition to 7 local businesses. Chapter was able to get 4 corporate sponsors for the seminar, with approximately 80 attendees. Membership is currently at 181 members.

Clarksville:

Cydney Miller reported they have 45 members actively attending and word is spreading. Administered a survey asking how to get attendance and what topics members want. Rotating meetings between breakfast, lunch and dinner and having social time as well. Currently offering an HRCI certification class to about 16 enrollees.

TVHRA:

Ron Hopper reported 15% growth in membership, with 385 members. Seven out of ten meetings were approved for HRCI credits. Averaged approximately 100 members per meeting. Certification class in progress with 27 attending. On target to do well with Chapter Activity Plan. Have averaged 80% attendance of Board members at Board meetings. Chapter provided \$4,000 in scholarships. Meetings are set for 2007 and have a waiting list for 2008. Each meeting features a diversity moment. Hosted a food tasting event of ethnic foods.

Memphis:

Don Ray reported the chapter has had an increase in membership this year. They sponsored a diversity initiative and recognized area companies. The chapter hosts a social before the meetings for new member orientation. Current challenge is the website and are looking at other resources.

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Dyersburg:

Annette Callis reported the chapter had made a SHRM Foundation donation and sponsored a scholarship. Deneen Harris Al-Sadi presented on diversity at a chapter meeting.

Upper Cumberland:

Angela Bruce reported the chapter lost 4 members due to relocation. Presented at a mock trial at a meeting with approximately 80 members attending. Also had presentation from Department of Labor and representative from Vanderbilt on Avian flu. Have had approximately 15 -20 at each meeting. Angela requested contact information for Crossville to invite them to future meetings. Chapter is planning a Christmas drive using at-large list.

The question was asked about the accuracy of the at-large lists from SHRM. Shelly stated there is currently a glitch in the system that drops a member as affiliated with a chapter if their national membership lapses and told the chapters they can inform her if at-large members are affiliated with a particular chapter.

Middle Tennessee:

Kellie Conn reported current membership is around 500. Chapter held a big fundraiser for scholarships with 140 golfers, raising \$26,000. Scholarships are available to students pursuing HR related degrees, members pursuing degrees and for certification and professional development. Chapter had a great year with sponsors wanting exposure to members. Two meetings remaining for the year. Have had a very successful year with attendance of 70 at one meeting and 100 at another.

Northeast Chapter:

Carol Cross reported they are a 100% chapter with 160 members. They have been a pilot chapter for the website hosted by SHRM National and commented on the good support. The chapter sponsors the President to attend the State Conference and holds a drawing for additional paid registrations from members that have attended 3 meetings. A donation has been made to the SHRM Foundation. The chapter has been incorporated. By laws have been changed in accordance with SHRM guidelines and reviewed by an attorney. They are in the process of creating an infrastructure so the continuation of the chapter is not dependent upon individuals. Chapter sponsors two student chapter groups. Students are responsible for 1 meeting per year, topic this year was on generational differences. Also offer mentoring to the students. Other initiatives included a "clothes for career" drive and providing job search and interviewing techniques training at the career center. Their challenge is low attendance at meetings from their membership of 160.

Highland Rim:

Ginger Hill reported the chapter has 25 – 30 members and typically has about half of the membership at each meeting. Challenge is competition for members and attendance at monthly meetings with other professional organizations. Meetings have included the local EMA director presenting on How to Improve Your Emergency Plan and a Drug Task Force representative reporting on drugs issues in the area. The bylaws are currently being reviewed. Hosting a holiday social benefiting Toys for Tots.

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In response to Ginger's challenge for members and attendance at the monthly meetings, Warren suggested getting the groups together as a consortium to schedule programs.

Jill Senff, College Relations Director, reported bids are being accepted to host the regional HR games. Would like to get other colleges involved. Regional winners will go to National, but not compete, so they can now enjoy the conference.

Shelly reported that SHRM has sponsored conference calls to assist with the bylaw changes. One common question is whether a chapter can have something in their bylaws that are not in SHRM National's bylaws. The answer is yes. Things provided in the checklist are required, additional language is fine. Tim McConnell's office reviewed the State Council bylaws. TVHRA has submitted their bylaws for approval. Each Board needs to approve their bylaws first, then send to Shelly for SHRM approval and signature, then they are sent back to for the chapter membership to approve. Shelly requested that all chapters have their bylaws submitted before Leadership in November.

Shelly reported on the progress of the Jackson chapter, stating their bylaws have been approved, their membership roster has been approved and awaiting final charter form.

annual Leadership Conference is November 9 – 11th in D.C. The conference is 2 p.m. on Thursday until 2:00 p.m. on Saturday. All chapters can send one board member for free, preferably the President Elect, and those holding core leadership positions (Council Director, District Director, Certification Director, Foundation Director, Diversity Director and Legislative Director). The chapter is responsible for paying for the travel costs, the hotel and conference are paid for by SHRM. Otherwise the cost is \$150. Chapters with 100% of their membership also SHRM National members can have an extra night (Saturday) paid for by SHRM. Hotel reservations need to be made by October 13th.

Shelly Prochaska reported that the Membership and At-Large Director positions have been recommended as Core Leadership Areas, and if approve, those positions could attend for free in 2007.

Angie Bearden asked if the State Council would provide funding (conference fee, flight and hotel room) to send Stephen King this year. Ron Hopper made a motion to approve funding for Stephens' trip. Mike Willard seconded the motion, which carried. Stephen stated he would ask his company to fund the hotel costs.

Angie invited anyone attending the National Leadership Conference to join the State Council representatives for dinner on Thursday night.

Mike Willard thanked Angie for all of her hard work as State Council Director. Mike requested all chapters to provide contact information on their incoming Presidents for 2007.

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The Tennessee Leadership Conference is scheduled for January 25 through the 26, 2007 at the Airport Marriott in Nashville. Room rates are \$99. Mike requested at least one representative from each chapter, preferably the President or the President-Elect.

Shelly reported that the conference is approved for HRCI recertification credits.

Angie reminded everyone that Chapter Activity Plans are due by January 31, 2007, and can be completed on line or on a print copy. She also stated the CAPs are a good tool for planning.

Mike made a motion to approve the minutes from the April 28, 2006 meeting. Carol seconded the motion, which carried.

Warren commended Angie on getting good attendance at the State Council meetings during her time as Director.

Angie adjourned the meeting at 4:45 p.m.