

TN SHRM State Council Meeting
Friday, May 16, 2008
Nashville Airport Marriott, Nashville, TN

Attendees: Deneen Al-Sadi, Tracy Anthony, Jennifer Ball, Gwen Bean, Bill Cooper, Susan Deaton, Leslie Garrett-Stephens, Valerie Gifford, Rebecca Harmon, Michael Hudson, Becky Jones, Carlton Little, Bob McKown, Tracye Mayolo, Kevie Mikus, Mario Musarra, Roma Powis, Don Ray, Rhonda Reeves, Treva Richardson, Jill Senff, Annette Sisk, Art Smith, Gary Steele, Leslie Stevens, Privott Stroman, Lesley Tune, and Mike Willard.

Meeting called to order at 10:10 a.m. by Mike Willard. Introductions were made of all in attendance and the agenda was reviewed.

Secretary's Report:

Valerie Gifford presented the minutes from the January 24 – 25, 2008 meeting. There were no changes or corrections and Don Ray made a motion to approve the minutes. Bob McKown seconded the motion, which carried.

Treasurer's Report:

Bill Cooper presented the treasurer's report, sharing the transaction register which reflects a current account balance of \$17,133.31. Bill stated the higher than average balance is due to income from sponsorships and grants and the \$8,000 donation from the Chattanooga Chapter from the 2007 State Conference. Bill then shared the 2008 budget projection, reflecting a projected ending balance of \$17,664.18. Don Ray commented that this is the highest balance he has seen since he's been involved with the State Council and thanked each of the chapters for their contributions from the State Conferences that has helped build the account. Rhonda Reeves made a motion to approve the report. Annette Sisk seconded the motion, which carried.

Mike Willard presented a request in the form of a motion for funds of \$200, if needed, to support travel for the Southeast Region representative to the annual Membership Advisory Council (MAC) meetings. Mario Musarra seconded the motion, which carried.

Date	Account	Check Number	Description	Memo	Category
			Balance On Hand 1/1/2008		
1/6	SHRM St Council	706	Mike Willard	2007 SHRM Ldshp Conf-Dinner	Board Expense
1/7	SHRM St Council		SHRM Clarksville SHRM Chapter	Grant from SHRM National	Grant
1/14	SHRM St Council			2007 Dues Paid	Chapter Membership
1/24	SHRM St Council	707	Darfon's	Dinner- TN State Ldshp Conf	Board Expense
1/25	SHRM St Council	708	Mike Willard	Hotel--St Coun. Jan. Ldrshp Mtg	Board Expense
1/25	SHRM St Council	709	Sheryl Ransom	Travel & Business Dinner	Board Expense
1/25	SHRM St Council	710	Jill Senff	Hotel--St Coun. Jan. Ldrshp Mtg	Board Expense
1/25	SHRM St Council	711	Don Ray	Hotel--St Coun. Jan. Ldrshp Mtg	Board Expense

	Council				
1/31	SHRM St Council		SunTrust	January 2008 Statement	Interest Income
	SHRM St				
2/11	Council	712	Church Hill Promotions	12 St Council shirts	Board Expense
	SHRM St			Hotel, Travel--SHRM Reg. Director	
2/27	Council	713	Mike Willard	Mtg	Board Expense
	SHRM St				
2/27	Council	714	Marriott Int'l	Food, Catering, Room--SC. Jan. Mtg	Board Expense
	SHRM St				Board Expense-
2/27	Council	715	UT--SHRM	SE Reg Student Conf & HR Games	Donation
	SHRM St		Upper Cumberland		Board Expense-
2/27	Council	716	SHRM	TN Tech Student Chapt-HR Games	Donation
2/29	SHRM St Council		SunTrust	February 2008 Statement	Interest Income
3/31	SHRM St Council		SunTrust	March 2008 Statement	Interest Income
	SHRM St				
4/2	Council	717	Mike Willard	Nat'l SHRM Conference & stamps	Board Expense
4/21	SHRM St Council		Chattanooga State Conf	Donation from HR conference	Grant
4/24	SHRM St Council		Chattanooga State Conf	Returned--Account closed	Withdrawal
			Upper Cumberland		Cancelled--check
4/24	SHRM St Council		SHRM	TN Tech Student Chapt-HR Games	destroyed
4/30	SHRM St Council		SunTrust	April 2008 Statement	Interest Income
	SHRM St				
5/14	Council	718	Becky Jones	St. Council Website Hosting	Board Expense
5/16	SHRM St Council		Chattanooga State Conf	Donation from HR conference	Grant

Tennessee State SHRM Council

2008 Budget

Projections

Beginning balance

\$12,306.19

\$12,306.19

<u>Income</u>	<u>Projected</u>	<u>Actual</u>
Chapter Membership Dues	\$3,886	0.00
Sponsorships/Grants/Web ads	10,450	12,311.00
Interest Income	10	2.08
Total	\$14,346	12,313.08

Expenses

<u>Projected</u>	<u>Actual</u>
Jan. Leadership Meeting--Marriott food/mtg/hotel exp & Dinner	\$4,500 3,448.93
Mileage/Lodging for Chapter Visits	1000 381.12
Spring State Council Meeting	1,500 0.00
Sponsorship HR Student Games	1,500 1,000.00
SE Region Leaders Meeting	350 382.83
SHRM Foundation	900 0.00
SHRM Legislative Conference	1000 0.00
SHRM National Conference	1000 1,211.40
SHRM Leadership Conference	1800 0.00
Membership Programs	500
Recognition/Branding--S.C. Shirts, Web Hosting	700 530.81

Total	\$14,750	6,955.09
Projected ending balance	\$11,902	17,664.18

Special guest, Paul Lefkowitz, Director, Family Assistance Policy with the State of Tennessee Department of Human Services provided information on Families First, a program that provides training and job placement assistance. The program offers cash payments and child care on a temporary basis (up to 60 months in a lifetime) to help participants get started. The program requires participants to sign a Personal Responsibility Plan, and may include a 30 hour per week work or training activity requirement. Mr. Lefkowitz stated the program needs partnerships with Human Resource Executives to help with workforce readiness ideas, and encouraged employers to advertise their job openings with the program, commenting employment is the key to getting the participants out of poverty. He also stated that employers that hire through this program are eligible for the welfare to work tax credits.

District Director Reports:

West Tennessee – Don Ray

SHRM - Memphis Chapter

- Attended the January chapter meeting.
- Attended April Board Meeting and State Conference Meetings. Both meetings were well attended as well as chapter meetings. I'll let Mario and Deneen share the great things Memphis is doing within their reports.

Northwest TN – Volunteer Chapter

- Attended the April 15th Chapter Meeting and presented PowerPoint presentation titled: SHRM: Your Career Partner.
- Was scheduled to participate in April board meeting however it was rescheduled.

SHRM of West TN – Jackson Chapter

- Still need to schedule a chapter visit and participate in board meeting

Each of the chapters above has submitted their 2007 CAP.

Goals remaining this year:

- Continue to work with each chapter and assist them in completing the 2008 CAP.
- Schedule chapter visit with Jackson Chapter and participate in chapter board meeting.
- Participate in Volunteer Chapter board meeting.

State Director-Elect Report:

Our next State Council meeting is scheduled for Wednesday, October 1st from 3:30 pm to 6:00 pm in the Kentshire Room. There's a chance we will move to a larger room if so we will let you know.

- Continuing to identify leaders for the 2009 & 2010 State Council.
- National SHRM Leadership Conference is November 20 – 22, 2008 at Crystal Gateway Marriott, Arlington, Virginia. Please make sure your President-Elects have marked their calendars and start making arrangements to attend.
- State Council Leadership Conference is scheduled for Thursday, January 22 & Friday, January 23, 2009 at Nashville Airport Marriott, Nashville, TN.
- Starting to plan the agenda for the State Leadership Conference. If you have any suggestions or recommendation on speakers please let me know.

Middle Tennessee – Stephen King

No Report

East Tennessee – Sheryl Ransom

1. Presented "What's New at SHRM" to the Northeast Chapter on April 24, 2008
2. Scheduled to attend TVHRA's Chapter June 10, 2008
3. Meet with Chattanooga Chapter - TBD
4. Meet with the Upper Cumberland Chapter - November 2008

Guest speaker, Cydney Miller, 2008 Mrs. Tennessee, provided information on her platform on Education and Workforce Readiness, with a 100% graduation goal for the State of Tennessee. She shared how supporting graduation helps provide a safer community, an improved quality of life, a stronger economy and a brighter future and shared some ideas on how everyone can help support a 100% graduation rate.

Core Leadership Area Reports:

Workforce Readiness – Tracy Anthony

2008 SHRM Webcast & CLA Conference Call Schedule

June 5th Webcast	"Jobs for America's Graduates" – 4:00 p.m. ET/3:00 p.m. CT
July 10th Conference Call	Workforce Readiness CLA – 4:00 p.m. ET/3:00 p.m. CT
Aug 14th Conference Call	Workforce Readiness CLA – 4:00 p.m. ET/3:00 p.m. CT
Oct 7th Conference Call	Workforce Readiness CLA – 4:00 p.m. ET/3:00 p.m. CT
Dec 10th Webcast	Workforce Readiness CLA – 4:00 p.m. ET/3:00 p.m. CT

Please check the website for event updates at www.shrm.org/vlrc

The call-in number for ALL the conference calls will be the same all year.

Call-in number: 1.800.745.6370

Participant code: 456905

*April 23 webcast notes are available on

http://www.shrm.org/chapters/resources/0408_Workforce_Readiness_Conference_call_notes.doc

Or I have copies.

- January 17, 2008 press release: 2008 Workforce Study - The Nashville Area Chamber of Commerce, in conjunction with the Nashville Career Advancement Center and the Tennessee Department of Labor and Workforce Development, has released the results of a comprehensive study of Middle Tennessee's workforce characteristics and conditions.

The first-ever endeavor, which was conducted by the Arlington, Va.-based Center for Regional Economic Competitiveness, particularly examines workforce supply and demand situations through 2017; occupational, education and skill matches with area programs in higher education; career pathways data; and changing dynamics of jobs and industry sectors. The study also incorporates insight on emerging career fields, demographic changes and current migration and commuting patterns.

Analysis was based on data from local colleges and universities, area employers and a wide range of newly synthesized workforce information. The data were compiled for the 10-county Nashville Economic Market, resulting in data sets that have not previously been available.

- February 22 – Sent email notice from The Deputy Assistant Secretary of the Employment and Training Administration at DOL. *Taskforce on the Aging of the American Workforce* report on the Employment and Training Administration. Web site at http://www.doleta.gov/reports/dpld_older_worker.cfm.

- Groundhog Job Shadow Day, Friday, February 22
Ted Fellman, Executive Director, Tracye Mayolo, Director of HR, and Annette Rader, HR Coordinator, kicked off the day with opening remarks during a group meeting. After a tour of the offices, pairs of students spent time with volunteer hosts from Information Technology, Legal, Public Affairs, Section 8 Contract Administration, and Single Family program divisions.
- Department of Human Resources for State of Tennessee Commissioner Deborah Story had planned to attend at the May - Dyersburg SHRM meeting and June - Jackson SHRM meeting. Due to the announcement of budget cuts within the state government, Commissioner Story has postponed her attendance until later in the year.
- *Retirement Revolution* premiered Monday, March 31, 2008. Retirement Revolution is a groundbreaking two-part documentary that takes a deep and comprehensive look at the financial challenges facing the Baby Boomer generation. The series, hosted by broadcast journalist Paula Zahn, eliminates fear, offers hope, and affirms that it's never too late to begin preparation for retirement.
- Part One, Hazards and Vicissitudes, illustrates the origins of retirement and how it has evolved over the past several decades, from the Depression era, the birth of Social Security and Medicare to today's climate of economic uncertainty and what it means for Baby Boomers' financial futures.

Part Two, On Our Own, continues to explore the challenges the Baby Boomers face today, and helps viewers assume personal responsibility so they will be able to plan for retirement on their own terms.

<http://www.wttw.com/main.taf?p=1,41>

Rebroadcast:

- Nashville - Retirement Revolution - *Hazards and Vicissitudes*, Sunday, May 25, 2:00am - CHANNEL 8 (Nashville Public Television); WCTE-TV CHANNEL 22, Cookeville
- Memphis – WKNO/Channel 10 Retirement Revolution: Hazards and Vicissitudes, Wednesday, May 21, 9:00am
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: On Our Own
Thursday, May 22, 10:00am
Conclusion. Retirement challenges facing baby boomers.

Retirement Revolution: Hazards and Vicissitudes
Friday, May 23, 9:00pm
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: Hazards and Vicissitudes
Saturday, May 24, 12:00am
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: Hazards and Vicissitudes
Sunday, May 25, 12:00pm
Part 1 of 2. Baby boomers and retirement are examined.

- Knoxville - ETPTV / East Tennessee Public Television
CHANNEL 2 Retirement Revolution: Hazards and Vicissitudes
Wednesday, May 21, 10:00am
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: On Our Own
Thursday, May 22, 11:00am
Conclusion. Retirement challenges facing baby boomers.

Retirement Revolution: Hazards and Vicissitudes
Friday, May 23, 10:00pm
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: Hazards and Vicissitudes
Saturday, May 24, 1:00am
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: Hazards and Vicissitudes
Sunday, May 25, 12:00pm
Part 1 of 2. Baby boomers and retirement are examined.

Retirement Revolution: Hazards and Vicissitudes
Sunday, May 25, 3:00am
Part 1 of 2. Baby boomers and retirement are examined.

- Developed a list of Workforce Readiness Resources and it has been posted to State Website.

CHAPTER WORKFORCE ACTIVITY:

- TVHRA - TVHRA recently held a six weeks career training seminar for teens, 15-17 years of age, who are members of the Boys and Girls club.

Beginning on March 26th, for one hour each week, TVHRA members presented career information to the students.

The seminars covered the following topics:

- Etiquette/Dress for Success
- Professionalism
- How to Find A Job and How to Complete and Application
- How to Prepare a Résumé
- Interviewing--How to Prepare

The seminar series ended with one of the weekly seminars being mock interviews with the participants as well as a job fair the final week.

The mock interview session allowed the students to arrive “dressed for success” and apply the knowledge they had gained to an interview situation. At the job fair, a few local business (that hire teens) brought their recruiting staff to meet and interview the students. It is still to be

determined if any of the participants were hired, but the opportunity to apply for a job from the application phase to the interview process was great experience for them.

The students also will have an opportunity this summer to participate in a “job shadow” day at a local medical supply company. The students will be assigned to various departments to get a glimpse into what a real working environment is.

Every one who participated really felt this was helpful to the students. The students were well prepared each week with carefully thought out questions and applied the knowledge gained to the next week’s seminar. They were very receptive to what was being presented and seemed to have a real eagerness to learn from us.

Sharon-Kaye Miller, PHR
Workforce Readiness Chair

- STONES RIVER -Franklin County Business Leaders, along with the Franklin County Chamber of Commerce conducted “Mock Interviews” with 400 high school seniors in Franklin County. We also conducted interviewing skills along with basic resume writing training. Franklin County High School on February 27 & March 12
Huntland School on April 2 & April 16
Edgar Kane
Workforce Readiness Chair
- CHATTANOOGA - SHRM Chattanooga Chapter has partnered with the Tennessee Career Center at Chattanooga to sponsor a first ever Workforce Readiness Job Fair. It will be held August 6th. This job fair is designed to link area employers and occupational training providers to job seekers seeking high-demand jobs and high-demand training.
Lynnette Smith
Workforce Readiness Chair
- MTSHRM - Proclaim every President’s Day - “Workforce Readiness in the Workplace”
 - “Train the Trainer” event will be how to educate Middle and High School students on “Hot Jobs”
 - A "Workforce Readiness in the Workplace" boot camp in October 2008.Leslie Garrett-Stephens
Workforce Readiness Chair

The meeting adjourned for lunch at 11:45 a.m.

Mike Willard called the meeting back into session at 12:40 p.m. and asked those in attendance to let Don Ray know of their interest in positions for the 2009 – 2010 State Council.

SHRM Report: - Mike Willard reported in Shelly Trent’s absence.

What is Enterprising Leadership?

As you may recall, at the 2007 SHRM Leadership Conference, Janet Parker, SPHR, SHRM Board Chair, announced that in honor of SHRM's 60th anniversary in 2008, a book of Enterprising Leadership (EL) initiatives from states and chapters would be published and given out at the 2008 SHRM Leadership Conference. Also, EL initiatives will score you extra points on your CAP or SCAP and can also be submitted as Pinnacle Award entries. You can submit your EL initiative formally later this year (we will send out the link to the form). **EL ideas must be submitted by October 15 for inclusion in the book.** We hope there will be a lot of participation from the chapters and state councils in the Southeast Region!

There are several links to more info on EL at www.shrm.org/vlrc:

- [Enterprising Leadership in 2008 \(LeadersEdge Article, January 2008\)](#)
- [Enterprising Leadership 2008 - April Update \(LeadersEdge Article\)](#)
- [Enterprising Leadership Initiative – Frequently Asked Questions](#)

Just to get your ideas flowing, we have included below a few EL initiatives that some of your fellow volunteers are already working on. We hope this gives you “food for thought”! Good luck!

Raleigh-Wake HRMA in NC is tackling EL through college HR curriculum. They plan to take what SHRM has already done in establishing a core curriculum for HR and drive an initiative to get all colleges and universities in NC to adopt the curriculum. They also plan to take it a step further to help colleges/universities establish an HR degree program or at least a concentration, work with the community colleges, build in a statewide internship program, offer members to teach as adjunct professors, open businesses to offer classroom space or satellite spaces for schools that may not have the space, work with each college/university to establish a student chapter and to connect them with a local affiliated professional chapter for ongoing support, and increase participation in the state HR games to encourage certification.

Triangle SHRM in NC is working with the Regional Transportation Alliance (RTA) that focuses on relieving traffic congestion and enhancing mobility – made up mostly of medium to large businesses. Because Atlanta has recently been taken off some corporate recruiting lists due of traffic congestion, the chapter wants to look at how traffic congestion in their area could affect corporate growth, employees getting to work, and the talent pool in the area and work proactively with RTA do deal with these issues.

St. Lucie County HRA in FL is has kicked off their “What HR Should Know” series. This year long project entails:

1. Specific measurements including turnover rate, cost per hire, training return on investment, benefit take rates, and payroll/salary comparisons. Each measurement is covered separately and in detail during our monthly membership meetings.
2. Information, tools, and software to help professionals understand and calculate these measurements (both “hard” and “soft” costs).
3. Advice on how to bring this valuable information to company executives (CEO's, CFO's, Directors, Owners outside of the HR profession), therefore earning our members a seat at leadership tables.
4. Training on how to lobby and voice your opinion with your representatives (regarding legislation that affects the profession).
5. A year-end event involving company executives in the profession by inviting them to dinner to learn about the program and celebrate our success.
6. And finally, HRCI strategic recertification credit hours are offered at each series meeting.

Lake Sumter SHRM, Inc. in FL is partnering with Junior Achievement of Lake County. In addition to members volunteering to do JA for a Day in classrooms, the chapter participated last year in a new JA program in its early stages called Career Connections. The chapter is planning a more refined summer program for high school students designed to teach the skills needed to be workforce ready. Students will attend a two-hour job shadow workshop in April/May where they will learn about career planning and have the opportunity to select two customized job shadow opportunities. Then, in the summer, students will attend a week-long conference where they will participate in hands-on activities to learn about the skills needed to be workforce ready during three of the days. Two days during this week the students will participate in the job shadows they selected during the

Job Shadow Workshop. There will be an icebreaker day one—the “Good, Bad and the Ugly” Interview Attire on six (3 males; 3 females) models with a discussion with the students as to what they would wear to an interview. There will be a What to Wear presentation; Interview Preparation presentation; Resume/Application practice session groups in which applications and resumes will be reviewed and discussed by HR professionals; a Volunteer Interview (HR professional and one student volunteer) then Feedback and Lecture on Interviewing; and Break Outs of 75 minutes where each group will pick an industry and a job and interview each other for the job. HR professionals will moderate, critique, and explain issues as they arise.

Sexual Orientation

The Employment Non-Discrimination Act of 2007 Public Policy Issue Statement, February 2008

Background - Federal laws - including the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990 - protect employees from discrimination in the workplace on the basis of race, national origin, sex, religion, disability, pregnancy and age, but not on the basis of sexual orientation. However, the U.S. Supreme Court in the case of *Oncale v. Sundowner Offshore Services* ruled that federal laws banning on-the-job sexual harassment apply when both parties are of the same gender.

Additionally, the following 20 states and the District of Columbia have laws prohibiting discrimination in employment on the basis of sexual orientation: California, Colorado, Connecticut, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington and Wisconsin. Also, the following six states prohibit public sector employers from discriminating in employment on the basis of sexual orientation: Delaware, Indiana, Michigan, Montana New Mexico, and Pennsylvania.

Issue - During the past several years, many employers have adopted specific language in their employment policies barring the consideration of sexual orientation and, in some instances, gender identity in their employment decisions. These policies typically apply to the hiring, placement and advancement of employees, as well as other terms and conditions of employment.

Many employers have extended this approach to their employee benefit plans, offering domestic partner benefits as an incentive to recruit and retain the best employees available. In addition, several state and local governments have enacted laws to require employers to provide coverage to an employee’s domestic partner. However, the Employee Retirement Income Security Act (ERISA) preempts state and local employee benefit laws to ensure that plan sponsors are able to establish uniform employee benefit plans covering employees who live in different states.

SHRM Views - In 2000, as part of its Fair Employment Practices principles statement, the Society for Human Resource Management (SHRM) adopted a position in support of fair employment policies without regard to a person’s sexual orientation. More recently, a SHRM “Question of the Week” survey of SHRM members in December 2007 found that:

- 97 percent believe employment decisions should not be made on the basis of sexual orientation; and
- 80 percent believe SHRM should support federal legislation to prohibit workplace discrimination based on sexual orientation.

SHRM Proposed Policy Statement - SHRM is committed to encouraging fair and consistent employment practices and policies in the hiring, training, compensation, benefits, promotion, discipline, transfer and termination of workers. The Society believes that employment decisions should be made on the basis of an individual’s qualifications for a job; such as education, experience and demonstrated competencies, not on the basis of non-job related characteristics, including sexual orientation.

SHRM supports public policy efforts to bar workplace discrimination based on sexual orientation. Any such legislation should be carefully drafted to address this specific issue, while avoiding unintended consequences for employers and employees.

SHRM supports employers that want to offer domestic partner benefits to their employees, but opposes any legislative, regulatory or judicial requirement on employers to provide these benefits. In addition, SHRM believes that the ERISA preemption standard must be maintained and strengthened, including the preemption of state or local efforts to require benefits coverage of an employee's domestic partner.

SHRM's proposed public policy position supports the following key principles:

Disparate Treatment – Employers should be prohibited from making employment decisions on the basis of an employee's sexual orientation.

Disparate Impact – Sexual orientation discrimination claims should be based on actual discrimination. Claims should not involve activities, policies or programs that in design are not discriminatory but that may have a disparate impact on a particular group of individuals.

Domestic Partner Benefits – Employers should not be required by law to provide domestic partner benefits. Employers should be permitted to offer these benefits in the manner that they believe best meets the needs of their employees. In addition, ERISA preemption must be maintained and strengthened, including the preemption of state mandated domestic partner laws.

Religious and Religious-Affiliated Organizations – To the extent that same sex relationships and sexual orientation issues may be contrary to particular religious beliefs, religious and religious-affiliated organizations should be permitted to make employment decisions on the basis of sexual orientation, if the nature of the employment requires that a position or occupation be filled by an employee of a particular religion or religious belief. This is consistent with other federal civil rights statutes.

SHRM's E-blast Policy for State Councils

State Council online form: http://www.shrm.org/chapters/resources/edata_request_form.asp

The SHRM State Council is responsible for developing the content of the e-blast, which must be approved by the appropriate Regional Manager. If there are questions about the appropriateness of the content, the Regional Manager will forward the proposed content to the Regional Director for review, feedback, and approval. Once approved, the Regional Administrator will insert the approved content inside the appropriate template and send the e-blast to the authorized audience. All content must be submitted for approval on the appropriate electronic request form.

By requesting SHRM to send an e-mail blast on its behalf, a SHRM State Council agrees to indemnify SHRM against any and all liability and expenses which SHRM may incur as a result of claims made against SHRM based upon the fact that such e-mail violates the intellectual property rights or any other rights of any third parties.

It must be clear that the e-mail is being sent by SHRM on behalf of a SHRM State Council. The language contained in the e-blast must be clearly stated and must NOT create confusion on behalf of the recipient as to who is authoring the e-blast. For example, a State Council must include the State Council's official name, rather than simply saying "SHRM."

An e-blast may not promote a membership or product in direct competition with SHRM membership or an SHRM product under any circumstances. For example:

- No e-blasts are permitted promoting memberships in non-SHRM affiliated HR associations.
- No e-blasts are permitted promoting a certification preparation process using a product other than the SHRM Learning System as the basis for the process.

A five business-day lead time is required for all e-blast requests.

State Council E-blasts

1. The request form link is found at the bottom of this page.
2. Requests must be submitted (or approved by) the State Council Director or his/her designee. However, the State Council Director should still be made aware of the e-blast request.
3. No multiple state and no Regional e-blasts are permitted. The request must be only for the state sponsoring the conference/event or SHRM at-large recruitment drive. E-blasts may not be sent to multiple states – for collaborative events between two states, each State Council must make an e-blast request to go to the SHRM members in his/her respective state.
4. The State Council Director and/or his/her designee will be added to the distribution list as notification that the e-blast request has been fulfilled.
5. Pursuant to the language in the State Council Charters, SHRM is the owner of the list of names, mailing addresses, e-mail addresses, and phone numbers of those individuals who are members of SHRM. With respect to those SHRM members who are also members of SHRM chapters within the State Council's state (SHRM/Chapter Joint Members) SHRM owns such membership list jointly with the SHRM chapter in which the member belongs. With respect to those SHRM members residing and/or working in the State Council's state who are not members of a SHRM chapter (SHRM At-Large Members) SHRM is the exclusive owner of such membership list. The State Council has the non-exclusive right to use the list of names and mailing addresses of the SHRM At-Large Members only for the internal purposes of the State Council, and may not, absent written consent of SHRM, use such list for the purpose of licensing any portion of it to any third parties or offering or advertising the products or services of any third parties to SHRM At-Large Members. The State Council has the non-exclusive right to use the list of names, mailing addresses, and telephone numbers of the SHRM/Chapter Joint Members only for the internal purposes of the State Council, and may not, absent written consent of SHRM or the SHRM chapter(s) which jointly owns the portion of such list to be used, use such list for

the purpose of licensing any portion of it to any third parties or offering or advertising the products or services of any third parties to SHRM/Chapter Joint Members.

E-BLAST GUIDELINES FOR STATE COUNCILS:

SHRM-affiliated State Councils may use this form to request an e-blast to a specific SHRM audience using the following guidelines:

State Conferences and Other State Council-sponsored Events:

- SHRM will e-blast promotional information regarding the State Conference and/or other State Council-sponsored events to all SHRM members in the state (in-chapter and at-large). There will be no e-blasting to other states. State Councils are encouraged to work with their sister State Councils should they desire to publicize their events in other states.
- The e-blast must close with a State Council point of contact and telephone number for questions or further information.
- E-blasts will be limited to a total of two (2) per year per event (state conference, state legislative conference or other State Council-sponsored event, as examples).

Communication with At-Large Members:

- SHRM will e-blast communications from the State Council to at-large SHRM members in the state to encourage chapter membership and/or to promote awareness of the State Council's existence and activities only (state conference, state legislative conference, encouraging at-large members to affiliate with a Chapter, etc.).
- The e-blast must close with a State Council point of contact and telephone number for questions or further information.
- E-blasts of this type will be limited to a total of two (2) per State Council per quarter.

Attachments:

- E-blasts may not include any type of attachment; however, a hyperlink inside the text of the message directing readers to the State Council's web site is allowed and encouraged. Links to sites other than the State Council website are not permitted.

Mike Willard reported that the State Council has partnered with Business TN Magazine and the "Best Employers in Tennessee" project, basically as a silent partner by lending the State Council's name and endorsement each year. He asked the Council to consider a bigger role in the project by providing funding for a July 10, 2008 workshop/luncheon and made a motion to provide funding up to \$500, to be used for the awards themselves if needed. There was discussion regarding the benefit the State Council would receive for the \$500 and whether there was a true need for the funds by the magazine. Consensus was that there is not enough value at this close date, but if the State Council can receive recognition from the beginning, it might warrant a contribution in the future. The motion did not receive a second, and there was no vote. It was suggested that the magazine run a full page ad each year for the TN State Conference.

Chair Reports:

2008 State Conference Update – Deneen Al-Sadi

Deneen reported that registration is open and encouraged everyone to visit the conference website at www.shrm-memphis.org. She shared the tentative agenda, commenting the idea of the different “tracks” is to provide more options for attendees. Concern was expressed that the State Council meeting was scheduled during the opening key-note speaker. Deneen and Mike will revisit the schedule to see if there is a better time to have the meeting.

Deneen made a motion to discontinue the practice of passing the \$1,500 seed money each year to the next year’s host chapter and instead, provide booth space(s) to be shared by SHRM National, the SHRM Shack, and the next year’s conference host chapter to provide information and give-a-ways about the conference. The motion was seconded by Mario. The motion carried.

Carlton shared her concern that the time allotted for the awards presentation on Friday was not sufficient, and stated her preference that the awards presentation be an event unto itself to emphasize the importance of the awards.

THRC Update/JHW Award Nominations – Carlton Little

Carlton encouraged each chapter to submit someone for the James House Williamson award, stating the due date as August 22, 2008. She then provided the following financial report:

TENNESSEE HUMAN RESOURCES CONFERENCE, INC.
FINANCIAL REPORT
MARCH 31, 2008

SAVINGS – TENNESSEE STATE BANK:

Balance brought forward December 31, 2007.....\$ 888.24

<u>DATE</u>	<u>ACTIVITY</u>	<u>AMOUNT</u>	<u>BALANCE</u>
1-10-08	CD Interest	\$ 28.03	\$ 916.27
1-15-08	CD Interest	107.02	1023.29
1-16-08	CD Interest	48.92	1072.21
1-18-08	CD Interest	28.03	1100.24
1-25-08	CD Interest	23.55	1123.59
1-28-08	CD Interest	245.74	1369.33
1-31-08	CD Interest	32.19	1401.52
2-08-08	CD Interest	28.02	1429.54
2-15-08	CD Interest	155.92	1585.46
2-20-08	CD Interest	28.02	1613.48
2-25-08	CD Interest	23.36	1636.84
2-28-08	CD Interest	245.72	1882.56
3-10-08	CD Interest	26.22	1908.78
3-14-08	CD Interest	125.95	2034.73
3-20-08	CD Interest	26.22	2060.95
3-25-08	CD Interest	21.85	2082.80
3-28-08	CD Interest	213.93	2296.73
3-31-08	Savings Interest	1.51	2298.24

Balance brought forward 3-31-08..... \$ 2298.24*

INVESTMENT ACTIVITIES – TENNESSEE STATE BANK:

1-18 month CD at an interest rate of 4.75% <u>maturing June 28, 2009</u> currently valued at.....	\$ 6,000.00*
1-24 month CD at an interest rate of 5.50% <u>maturing October 25, 2008</u> currently valued at	\$ 5,000.00*
1-12 month CD at an interest rate of 5.50% <u>maturing May 10, 2008</u> currently valued at	\$ 6,000.00*
1-13 month CD at an interest rate of 5.76% matured February 28, 2008 and was renewed for 13 months at an interest rate of 3.25% <u>maturing March 28, 2009</u> currently valued at.....	\$ 8,000.00*
1-36 month CD at an interest rate of 5.50% <u>maturing August 28, 2008</u> currently valued at	\$ 5,000.00*
1-12 month CD at an interest rate of 5.25% <u>maturing June 28, 2008</u> currently valued at.....	\$15,000.00*

FINANCIAL REPORT-MARCH 31,2008 – continued

1-13 month CD at an interest rate of 5.76% matured on February 16, 2008 and was renewed at an interest rate of 3.25% maturing March 16, 2009 currently valued at.....\$10,000.00*

1-24 month CD at an interest rate of 5.50% maturing October 28, 2008 currently valued at\$ 6,000.00*

1-13 month CD at an interest rate of 5.76 matured on January 31, 2008 and was renewed for 9 months at an interest rate of 4.20% maturing October 31, 2008.....\$ 6,000.00*

JAMES HOUSE WILLIAMSON SCHOLARSHIP FUND:

1-12 month CD at an interest rate of 5.35% maturing June 28, 2008 currently valued at.....\$10,000.00*

1-24 month CD at an interest rate of 5.25% maturing April 15, 2009 currently valued at\$12,000.00*

JOSEPH P. GODDAARD SCHOLARSHIP FUND:

1-12 month CD at an interest rate of 5.35% maturing June 28, 2008 currently valued at.....\$10,000.00*

1-24 month CD at an interest rate of 5.25% maturing April 15, 2009 currently valued at\$12,000.00*

TOTAL VALUE OF INVESTMENTS WITH TENNESSEE STATE BANK.....\$111,000.00*

TOTAL VALUE OF THRC SAVINGS.....\$ 2,298.24*

TOTAL THRC FUNDS AS OF MARCH 31, 2008.....\$113,298.24*

*All THRC Funds are jointly owned by the James House Williamson Scholarship Fund and the Joseph P. Goddard Scholarship Fund.

Carlton G. Little
Executive Director, THRC, Inc.

Michael L. Hudson
Secretary/Treasurer, THRC, Inc.

Special guest, Robert Divine, with Baker, Donelson, Bearman, Caldwell & Berkowitz, provided a Legal Update on Immigration Law, discussing topics such as Immigration and Customs Enforcement (ICE) raids and the New Employment Verification Act (NEVA).

Core Leadership Area Reports:

Diversity – Deneen Harris Al-Sadi

Deneen provided an update of diversity initiatives taking place throughout the State and congratulated the chapters on these initiatives.

Membership – Tracy Mayolo

Membership Committee:

Leslie Stevens, leslie.stevens@nukote.com (615) 591-3548
Jennifer Ball, jball@thda.org (615) 815-2069

Chapter Membership Officer Conference Calls:

1. 3 monthly calls have occurred. Calls have been productive and effective. Participation has been good. General Overview
2. Scrubbing At-Large Lists
3. Promotion Membership Through Fliers and Brochures

A survey was completed. Responses were favorable. Participants especially liked this as a vehicle in which to share information among chapters. Calls will continue on a bi-monthly basis beginning in June.

Eblasts:

These are valuable resources available in a limited quantity free through SHRM. In an effort to not let our 2 free Eblasts per quarter go untapped, I promoted them as an opportunity to solicit membership and to advertise special events. We successfully utilized 2 Eblasts in the 1st quarter and 2 in the 2nd quarter successfully exhausting all for the first 2 quarters. I'm encouraging chapters to track the outcome of the eblasts.

1. MT-SHRM – membership promotion
Immediately following, 9 out of 10 new members who were at-large joined.
2. Duck River – special event
95 attendees (double their membership); 21 said received the eblast
3. Stones River – special event
4. Cumberland – special event
Sent to all at-large statewide

At-Large Lists:

Raised awareness and promoted value of current and accurate at-large lists. I helped 2 chapters scrub their at-large lists: MT-SHRM and Stones River. I would like to help Duck River and Cookeville scrub theirs next. It's always a good idea to make sure your lists are scrubbed prior to sending eblasts or requesting address labels. I shared an at-large letter Memphis uses.

Promotional Fliers and Membership Materials:

I'm encouraging chapters to develop or update their membership promotional materials. MT-SHRM's new membership officer, Betty Johnson, recognized the value and need for a newly updated brochure and is the process of finalizing the new brochure. I shared examples from another state.

District Director Involvement:

I'm reaching out to District Directors to collaborate on the partnership efforts between myself and the chapters.

State Conference:

1. State Flier for Registration Bags
2. M.O.R.E.
3. Membership Mixer
4. SHRM Shack

Thank you to Memphis for making sure the Registration Form asks for chapter affiliation!

Chapter Membership Costs:

I am compiling a list of costs for local chapter membership and meetings from our chapters. I will share that with all chapters.

SHRM Membership Recruitment and Retention Task Force:

I continue to participate on this nation SHRM Task Force that involves monthly conference calls with Larry Burk facilitating. I continue to share new ideas and information.

Resources for Membership Binders:

All chapters should now have the Membership Binders developed and distributed at last year's state conference M.O.R.E. meeting. I have shared a large array of resources and materials for the chapters via email. Hopefully, these are being maintained in the binders as a reference for membership needs on an ongoing basis and to transfer over to future membership officers.

1. Membership Brochure resources
 - SHRM Membership Brochure Guidelines
(from SHRM Membership Recruitment and Retention Toolkit)
 - SHRM Member Benefits Brochure
 - SHRM Value Chapter Tricolor Brochure (free from SHRM)
 - SHRM Member Application
 - Asked for chapters to send me theirs (received none)
2. Eblasts
 - Eblast samples
 - Created an eblast template
 - Additional reminder to 100% chapters
3. Scrubbing At-Large lists
 - Links
4. At-Large Lists
 - Created At-Large FAQs
5. SHRM News
 - Southeast Region Update
 - Leaders Edge
6. SHRM's CLA Goals

SHRM Foundation – Gail Wesline (presented by Mike Willard)

Mike asked all State Council members consider making a SHRM Foundation contribution.

Certification – Mike Hudson

2007 Stats - 27,445 registered for PHR/SPHR Test

Pass Rates – PHR 61%

SPHR 58%

GPHR 53%

California 71% (PHR/SPHR combined)

Recertification

19,223 Due to recertify

11,131 Applications received by Oct 31, 2007

HRCI.org – New searchable directory of approved events

Go to HRCI – Pre approval Programs – click on New searchable directory of approved events.

90,000 Certified Professionals (end of 2007)

Invitation to Comment: Proposed HRCI Eligibility Requirements Deadline May 16, 2008

The proposed new eligibility requirements for the PHR examination are:

- 4 years demonstrated exempt-level HR experience with less than a Bachelor's degree
- 2 years demonstrated exempt-level HR experience with a Bachelor's degree
- 1 year demonstrated exempt-level HR experience with a Master's degree

The proposed new eligibility requirements for the SPHR credential are:

- 7 years demonstrated exempt-level HR experience without a Bachelor's degree
- 5 years demonstrated exempt-level HR experience with a Bachelor's degree
- 4 years demonstrated exempt-level HR experience with Master's degree

The proposed new eligibility requirements for the GPHR examination are:

- 6 years demonstrated exempt-level HR experience (3 in global) with less than a Bachelor's degree
- 4 years demonstrated exempt-level HR experience (3 in global) with a Bachelor's degree
- 3 years demonstrated exempt-level global HR experience with a Master's degree

Conference Submission Process and Templates

<http://www.hrci.org/cepreapprovals/res/>

College Relations – Jill Senff

2008 SIGNIFICANT ACCOMPLISHMENTS

- Volunteered for Mock HR Games held at UTK on February 28, 2008
- Worked with SHRM Headquarters, other SHRM volunteers and UTK to help organize 2008 SE Student Conference/HR Games held at UTK April 18-19

- Served as a Judge during the HR Games
- Served as a panelist for the Panel Discussion: "A Juggling Act: The Many Facets of HR Careers" during the Student Conference
- Worked closely with UTK to identify and hire HR interns (currently have 4 interns at DENSO)
- Participated in HR Panels at UTK
- Joined Intern Breakfast at UTK

2008 REMAINING PLANS

- Maintain contact (at least 2x per year) with chapter college relations chairs (by phone, email or face-to-face)
- Facilitate conference calls between chapter college relations chairs to discuss college relations programs and share successful practices
- Ensure local chapters all have college relations chairs

Communications/Website – Becky Jones

Web stats for January to December 2007

Total Site Page Views from January to December 2007: 13,550

Monthly Average Page Views January to December 2007: 1,129.17

Top 5 visited pages January to December 2007

Home page 3,707

Contact page 1,661

State Conference 1,573

Chapters 1,334

News 1,038

Top 5 ways people got to www.shrmtn.org January to December 2007

DIRECT 6,554

GOOGLE 845

CHATTOONGA 173

MTSHRM 142

YAHOO 118

Top 5 visited pages January 1 to April 30, 2008

Home page 1,942

State Conference 1,195

Chapters 967

Contact 706

News 537

Top 5 ways people got to www.shrmtn.org January 1 to April 30, 2008

DIRECT 3,527

GOOGLE 586

SHRM 170

SHRM-MEMPHIS 93

YAHOO 85

Media Temple Annual Web Site Hosting was renewed in April 2008.

Added:

RESOURCES and SPONSORS/HR SERVICES

Requested / necessary edits by state council directors

WEB PRESENCE

Maintained a Web site. Web address: www.shrmtn.org

Created/maintained a state council Web site.

Provided a link to the SHRM Web site.

- Provided a link to the HRCI Web site.
- Provided a link to the SHRM Foundation Web site.
- Created/maintained a state council Web site linked to chapters in the state.
- Listed council leaders and contact information on Web site.
- Listed council meeting dates and locations on Web site.
- Provided state conference information on state or chapter Web site (if applicable).

Chapter President Reports:

Clarksville – Privott Stroman

2008 Significant Accomplishments through May

- Received Superior Merit Award for 2007!
- Website being utilized to promote meetings, membership and announcements:
<http://clarksville.shrm.org>
- Held membership reorganization and drive; cleaned up roster and gained 18 new members, with more showing interest daily.
- Completed 10 week HRCI certification preparation with 16 participants
- Chapter meetings and Professional Development Sessions held monthly with an extremely high attendance and participation rate
- Kicked-off CAC-SHRM Library
- Finalized paperwork for Student Chapter at APSU and have an acting Board until school resumes in 3Q08.
- Extremely motivated Board and Membership who are excited, want to be involved and want to make a difference.

Looking forward:

- SHRM Foundation Bake-Sale & Fund-Raiser
- Establishing local Subject Matter Experts and Mentorship Program

Enterprising Leadership Project

Partnering with Clarksville-Montgomery County School System's "100% Graduation is Clarksville's Business" Committee

- Committee members presented to the chapter during the April meeting
- Board members participating on the Core-Committee; President serving as Clarksville Business Lead & Past-President serving as Spokesperson while using the mission as a platform.
- Chapter sponsored and volunteered the graduation stage and booths during the *Road to Graduation*:
 - Held in the Children's Area during Clarksville's Annual Rivers & Spires Festival
 - Businesses sponsored the 'subject' tents while students completed activities to pass that subject
 - CAC-SHRM sponsored the final stage where student crossed and had pictures taken with the Superintendent, HR Director and other school leaders
 - Students then went to final tent to learn more about what happens after you graduate (jobs, college, etc)
 - 1400 students graduated and found a new excitement in becoming a leader and working towards the future

Memphis – Mario Musarra

Significant accomplishments/achievements

1. 2007 Superior Merit Award
2. Membership growth:
 - a. May Roster of 911 members
 - b. 173 affiliation requests with 158 successful affiliations YTD
 - c. Future prospects include 26 National SHRM Student members
3. Chapter meeting attendance during 2008 has increased:
 - a. January 140
 - b. February 167 (Strategic HRCI credit)
 - c. March 131 (Super HR Seminar)
 - d. April 90 (breakfast meeting)
4. Hosted the first Super HR Seminar in co-sponsorship with 2 other HR associations in March
5. Transitioned chapter meeting venue and are varying meeting times (lunch, breakfast, evening socials) with positive response by members
6. Adopted Constant Contact e-mail management system to improve effectiveness and efficiency of e-blasts to chapter members
7. Implemented new chapter website and entering into second phase enhancements

Future plans/challenges for 2008

1. Execution of the state conference
2. Succession planning
3. Chapter infrastructure for Super Mega chapter status
4. Considering the hire of a Chapter Management Professional without charging local dues

Chattanooga – Gary Steele

1st Quarter 2008 Chapter Results

- 76% Membership Renewal
- 74 New Members
- 266 Total Members
- 62% are SHRM National Members
- Average attendance for monthly meeting, 109
- Earned Superior Merit Award for 2007
- 1st newsletter to be published June 2008 for members

Enterprise Leadership

- Get-A- Job Program – Partnership with Chattanooga State, Chattanooga Chamber of Commerce and TVA for past 4 years. CD/Toolkit will be provided for guidance counselors.

Future Proposed Partnerships:

- Junior Achievement – Job Shadowing program
- City Promotional Partnership for new business/economic development
- SEIDA (Southeast Industrial Development Association)
- Multi-cultural Chamber – Partner to assist in increasing awareness

Challenges:

- Membership Retention – did not meet goal of 80%
- Membership certification classes
- Increase National Membership

Stones River – LesleyTune

Stones River SHRM was awarded the Superior Merit Chapter designation for its scope of work in perpetuating and supporting the mission of the organization in 2007.

Current membership as of 05/12/08 – 117 members. Our goal for 2008 is 175 members.

Legal Workshop held on March 26th with 42 in attendance. Sponsored by Fred Baker & Jeff Jones – Wimberly Lawson, Seale, Wright, Daves, PLLC. Topic was Diversity/Workplace Violence/Crisis Management.

Partnership with EECO for program was re-scheduled for June 25th due to Spring Break.

Donna Tyson scheduled to speak on May 28th.

Brochure created for Stones River SHRM to be utilized at State Conference.

2008 Key Goals and Objectives

- *Quarterly new member meetings set for March, June, September and December.*
 - 1 – *Involve retired members by having them host these meetings.*
 - 2 – *Make sure that welcome letters or emails go out to the new members.*
- *Service Awards – by number of continuous years active in local SHRM – suggestion was to incorporate number of years on the name tags.*
- *Continue with HRCI pre-certification credits. (On-Target)*
- *Change our scholarship program to recognize newly certified individuals. (On-Target)*
- *Schedule breakfast meeting maybe at the Smyrna Town Centre to accommodate LaVergne area. (2 meetings a month – starting 2d qtr)*
- *Utilize CVENT to get feedback after monthly meetings to help with the next year schedule.*
- *Partnership with EEOC for program in the Spring. (On-Target re-scheduled for June)*
- *Donna Tyson speaking in May – this meeting will be our biggest ever! (On-Target)*

OPPORTUNITIES for 2008/2009

We are struggling for volunteers – current year shortage for President Elect, Membership Chair, and Finance Chair.

This causes our Succession Planning to be lacking

Upper Cumberland – Susan Deaton

Significant Accomplishments

- i. Regular Board Meetings

- ii. Discussion of new ADA outlines with physician
- iii. Mock Trial on Sexual Harassment
- iv. Legislative Update scheduled for September

Remaining Challenges

- i. New member Orientation Program: Have an annual orientation for new members with information packets. Membership Committee will explore this.
- ii. More activity with TTU Student Chapter
- iii. Job Shadowing possibly utilizing Leadership Putnam or the Leadership Putnam Youth Academy

Northeast – Rhonda Reeves

Status of 2007 Chapter Achievement Plan (CAP) – Awarded the Superior Merit Award for 2007

Chapter Accomplishments YTD:

- Lt Governor Ron Ramsey to speak at May 22nd Meeting regarding HR Legislative Issues

2008 Key Goals and Objectives:

- Earn Superior Merit Chapter Award
- Increase meeting attendance to average 50 per meeting – communicate meeting schedules and programs in advance
- Enhance Board knowledge and participation in Strategic Plan items (see attachment)
- Partner with Junior Achievement to establish a presence in local high schools to address workforce development issues

Challenges for 2008:

- Membership involvement
- Identifying future volunteer leaders

Highland Rim – Annette Sisk

Highlights –

- “New Faces” have been attending our monthly seminars
- We are working on our CAP report as a team for 2008. Each board member has been assigned a section from the workbook and we will review this at each board meeting. By utilizing this team effort, the board members have a better understanding of our goals for the 2008 year.
- Taking control of our membership. We are identifying potential members and targeting those for renewal.
- Each Board Member has assumed the responsibility of publishing a monthly newsletter and organizing one seminar. This has been a great success. This has provide an opportunity for each Board Member to shine and has given them more confidence of their leadership role in our chapter.
- Working with the Community Re-Entry Program has been a great experience and success. Through this Re-Entry Program we work with local inmates who are being released from jail and we aid them in “How to Improve Their Interview Skills” and “Do’s and Don’ts – How to Dress for the Interview”. Thru this training we have learned that being conservative can mean different things to each of us. This has been so personally rewarding for me. I hope this program will only grow.
- Increased our Community Awareness thru local newspaper ads.
- We have planned to co-sponsor events with our local Med-Works program. We have requested to co-sponsor events with our local chamber.

- Encouraged Board Members to join local organization to promote awareness of SHRM. Pen Foundation – Board Member; Industrial Round Table – Board Member
- We have sent personal invitation to HR Professionals in our area to attend the seminars.
- Annual Toys for Tots campaign is schedule for December.
- Sponsored Multi-County Cancer Organization and Alzheimer fundraiser.
- Chapter log was published.
- Our website is being maintained and looks great. We publish photos taken during the seminars and thank our guest speakers on the website.

Challenges –

- Increase chapter membership
- Seek out dynamic speakers and hot topics for seminars
- Increase our community involvement
- Encourage Board Members to take the PHR and SPHR exam
- Encourage Board Members to seek new locations for board meeting
- To have other board members participate in the Community Re-Entry program
- To host new member orientations
- Coming together as a team to plan and outline our yearly goals. Hopefully this will be achieved by the board members see what is required by the CAP report

Duck River – Roma Powis

Activities: We have been co-sponsoring a series of seminars with the Workforce Alliance/Columbia Career Center. We have had excellent presenters. These seminars were 4 hour sessions with a light breakfast and great handouts!

Kevin McNulty..... “Personal Mastery for the workplace”
 Boulton Cummings Law Firm...“Worker’s Comp. & FMLA”
 Gary Minor....“Leadership Skills bring your line supervisors”
 Woody Cain...“Change Management for Human Resources”
 Kurt DuNard... “Making Higher Performance a Habit”
 Keith Sanders...“The 4 R’s of Human Resources” (May 15th)

Our regular meetings included speakers as well but were 1½ hours.

We received a Merit Award from National SHRM.

Challenges: We continue to work to grow our membership. Our Board is meeting quarterly. We hope to sponsor training for certification.

We appreciate the State Meetings and staff...and the support of people like Stephen King.



618 Church Street Suite 220 • Nashville TN 37219 • 615.834.1355 • www.mtshrm.org

2008 May State Council Report

by Bob McKown

Our new Board has developed numerous initiatives that have gotten us off to a great start for 2008. By the end of the year we will have had approximately 75 different events for members

Membership:

Betty Johnson has scrubbed our membership list with assistance from Tracye Mayolo. We now have probably the best list we have had in years. Currently have 685 members.

- o Developed a brochure – in process.
- o We have sent out an e-blast to At-Large members – thanks to Tracye.
- o Sending a letter w/ brochure to At-Large members in 2nd Qtr.
- o New Member Orientation breakfast – approx 40 attended.
- o Developed a slide presentation for that meeting to really orient them and show benefits of our membership and how to navigate our website.
- o Looking at Corporate discount on dues. Analyzing our roster for multiple members
- o Creative ideas being generated by committee.
- o Calling & e-mailing past members
- o Member committee has been at 9 events in 3 months to specifically recruit members – talking to guests.
- o Established guest badges to easily recognize non-members.

Workforce Readiness:

This group of committees has established several programs.

- o Diversity Program at May 10th Luncheon with TN Executive Director of the TN Human Rights Commission Beverly Watts speaking
- o DiversITEA Program – May 16th How to Start a Diversity Initiative – Panel Discussion conducted by our Diversity Sub Committee
- o Community Relations Committee has partnered with HUGGS, anon-profit that works with ex-offenders and is training HR professionals to teach job search skills one-on-one to this group at some of their regular meetings.
- o Workforce Readiness in the Workplace Boot Camp - October designed to train HR professionals in companies to interface with middle school & high school students. With special emphasis on labor needs in TN. Training our members to be "workforce readiness champions."

Professional Development:

Numerous events have already taken place this year.

- o Two after hours events – Change management & talent management
- o Two Legal workshops.
- o One Luncheon meeting and workshop on Ethics in the workplace.
- o At least 8 more events planned for 2008
- o Three Talent Acquisition SIG meetings.
- o Establishing a Compensation SIG

Programs:

Still two luncheons each month based on geographic location – average of 180 in attendance between the 2 meetings.

- o 220 attendees in February.
- o HR Excellence Awards Program – June 10th 11:00AM – 1:00PM
- o Four submissions this year

Golf Scramble:

Scheduled for Thursday, September 4th at Gaylord Springs Golf Links

2009 Tennessee SHRM Conference – Tentative...

September 30 – October 2, 2009

Gaylord Opryland Resort and Convention Center | Nashville, Tennessee



TVHRA – Rebecca Harmon

Accomplishments:

- Superior Merit Achievement
- Electronic Wage and Benefit Survey- 82 participants
- Workforce Development
 - Chamber Education Partnership
 - Boys & Girls Club Career Track

- Spring Social & Networking Luau
- YTD 3 HRCI credits for meetings
- UTK Student Chapter Host School for Southeast Regional SHRM Games

Upcoming Events:

- Professional Development Seminar
- Industry Tour
- Anticipate 5 additional certification meetings

Enterprising Leadership Project

TVHRA partnered with the Boys & Girls Club and developed a 6 week Career Track program. TVHRA members met with teens age 15-17 and presented a series of topics to help them plan and prepare for summer employment. Topics covered included Dress for Success, What Does It Mean to Be A Professional, How to Complete and Application, Resume Writing and Interviewing Skills. A Mock interview was held in which each of the students had to bring their resumes, dress for success and interview with two professionals. A job fair was also held specifically focused to summer employment for these students. A job shadow day will be held June 11th in which these students will visit a local employer and participate in various department education.

Volunteer – Rhonda Lee (not present, but report provided)

Year to Date Report of Activities

- 2008 Calendar created and first six months of programs were determined and communicated.
- Initial action items for year identified in January with project leaders and teams defined
 - a. Fundraising for scholarship (Rhonda, Carmeda, Jan, Kerry)
 - b. School partnership to teach/coach interviewing skills in four counties (Lana, Lana H., LaDonna, Paul, Jan, Mike, Cathy, Rhonda)
 - i. Contact HS Marketing classes to host guest for SHRM meeting
-- [High School attendees at April meeting in speaker roles](#)
 - c. SHRM booth for Career Fairs (Paul, June)
 - d. Partner with DSCC to promote HR profession
 - e. SHRM Display at Dyersburg Chamber of Commerce [Decided to drop for 2008](#)
 - i. SHRM Booth at Chamber Expo
 - f. SHRM Certification Exam Prep Class (Kerry)
 - g. Increase membership (Paul) [Targeting June or August meeting](#)
- March meeting, Ginger Powell delivered information regarding Career Readiness Certificate
- April meeting, Don Ray was speaker and delivered communication regarding SHRM as a Resource.

Jackson – Jeff Thomas
No Report

Mike Willard commented that due to time constraints, he would postpone his report on weaknesses of the State Council that were identified at the beginning of his term and how these items have been addressed during his term. He thanked everyone in attendance for their participation on the State Council.

Don Ray reported on future State Council plans, commenting he sees the role of the State Council as the bridge between the Chapters and SHRM National. He stated he envisions the Leadership Conference changing to have all reporting on the first day with the Board Chairs (CLA areas) and the second day consisting of the CLA chairs meeting with the various chapter roles (i.e. the State Council Membership Chair meeting with the Membership representatives from the various chapters) to share best practices and challenges.

There being no further business the meeting adjourned at 3:50 p.m.

Respectfully submitted,

Valerie Gifford, State Council Secretary