



**WISCONSIN SHRM STATE COUNCIL
MEETING MINUTES
October 12, 2011
10:30 to 12:30 p.m.
District Director Mtgs. 11:45 – 12:30 p.m.
Lunch Included
Hilton Madison Monona Terrace, Madison
Founders Room**



No.	AGENDA ITEM	RESPONSIBLE PARTY
Introductions	Introductions/Welcome/Thank you(s) - <ul style="list-style-type: none"> • Thank you Leadership Conference Committee • Thank you State Conference Committee As of the start of the State Conference: 852 attendees 127 exhibitors 20,000 over budget on sponsorships 2012 Conf Committee volunteer nominations – now open 2013 Conf Co-Chairs – now open	Kellie Dunn
ACTION		
Minutes	Approval of August 4, 2011 Minutes Motion to approve Matt Stollak 2 nd Shaun Tofson All approved	Cassy Van Dyke
Financial Update	Approval of Financial Reports/Treasurer Report Thank you Morgan Data Solutions, Leah Wiemann, Heather Dyer & Leah Rozeski our council registrar for your help in reconciling all revenue & expense accounts monthly for the first time in council history. Based on the 9/30/11 financials – State Conference Sponsorship Budget is \$70,000 & we’ve currently collected \$84,645. Attendee registration revenue is down but thankfully the increased sponsorship revenue counter acts the decreased attendee revenue. Within the last 30 days before the State Conference the council & conference committee worked quickly to reorganize our Monona Terrace food contract & Sheraton hotel room guarantee. Overall the budgeted net income is \$484,000 & currently we’re at \$404,200. Thank you to local chapters in the surrounding Madison area for sending out electronic notifications about attending our 2011 State Conference in Madison to help boost our attendance. 2011 Council over budget standings – highlights As of 9/30/11 <ol style="list-style-type: none"> 1. Net Assets are \$ 356,166.12; Net Income for the Year is \$251,764.55. 	Anthony Dix

	<p>2. Profit & Loss Budget versus Actual - Acct 4100 - Job Bank - Revenue is at \$26,800 and \$10,700 in expenses - this is a \$16,100 profit.</p> <p>3. The Council is at the breakeven point with revenue to budget – now the Conference committee needs to get that last push to get to budget</p> <p>Leadership Conference standings will be announced in the October 2011 financials</p> <p>Chapter Presidents, Chapter President-Elects, & Core Council please take a moment to sign the below Council policies.</p> <ul style="list-style-type: none"> Whistle Blower Policy/Conflict of Interest/Record Retention – Tax Return requirement – Professional responsible – Ethical responsibility – Electronic document storage area evaluation – CLA documents (membership) <p>Return to any executive Council member</p> <p>Motion to Approve Sue Estes 2nd Kim Abel All approved</p> <p>2012 Budget – To be approved at the December 2011 Council meeting. Anthony is confident we'll be able to have a balanced budgeted again for 2012.</p> <p>Scorecard metrics – 2009-2011 – great tool for measuring achievements an update will be provided at the December meeting.</p>	
2012 Calendar	<p>Review of 2012 Draft Calendar</p> <p>In an effort to distinguish what events chapter presidents need to attend yearly I added different columns for better separation – Chapter President vs. Core Council</p> <p>The Core Council is hoping to host our first teleconference meeting in April of 2012.</p>	Kellie Dunn
2012 Nominations	<p>2012 Nominations recruited lots of interest this year in open positions.</p> <ul style="list-style-type: none"> State Director-Elect – Margie Harvey <p>Motion to approve Shaun Tofson 2nd Kristine Hackbarth-Horn All approved</p> <p>All positions below are appointed:</p> <ul style="list-style-type: none"> Certification Director – five individuals applied – Don Herrmann was awarded the position starting 1/1/12 College Relations Director – Callie Zipple – 1/1/12 Governmental Affairs Director – Terleen Cheslock – 10/15/2011 start date Leadership Director – Joanne Jackson – 1/1/12 South East District Director – Dave Furlan – 01/01/12 	<p>Committee: Kris Hackbarth-Horn Kellie Dunn Anthony Dix Tasha Sledge Cassy Van Dyke</p>

- Diversity & Inclusion Director - TBD
- Workforce Readiness Director – TBD

2012 Wisconsin SHRM State Council Nominations

State Director – Elect

Margie Harvey, SPHR

Margie Harvey, SPHR, is Vice President of Human Resources at Miles Kimball Company in Oshkosh, Wisconsin. She has over 25 years of experience in Human Resources with companies including Miles Kimball, Wisconsin Tissue, biotech company Genencor International, Ralston Purina, and the Dial Corporation. Her experience includes working in both union and non-union settings, in both line leadership and HR roles. She received her BA in Business and Economics from Iowa Wesleyan College, her MBA from Western Illinois University, and is lifetime SPHR certified. She is passionate about the importance of lifelong learning. Building strong leadership teams and an empowered culture of leader and employee development have been key responsibilities in her positions throughout her career.

Margie is president of the Miles Kimball Foundation, Wisconsin state SHRM (Society of Human Resources) Workforce Readiness Director, board member of the Oshkosh Boys & Girls Club, board member of the UW Oshkosh Business Success Center, and Chair of the Winnebago Conflict Resolution Center. She is a past chairman of the Business & Education Partnership committee of the “New North” Wisconsin region, and past chair of the Advisory Board of Fox Valley Technical College. She serves on the judging committee for the New North Workplace Excellence award committee, serves on the advisory council for Tom Wiltzius & Associates, and on the strategic planning council for UW-Oshkosh School of Business. Margie and her husband Jim and family live in Neenah WI.

Governmental Affairs Director (term to begin 10/12/2011)

Terleen Cheslock

Terleen Cheslock is the HR Director at the YMCA of the Fox Cities. She has been in the HR field for over 15 years working for companies as Kimberly-Clark, SOURCECORP, and Simmons Manufacturing in the HR Function. In addition to working at the YMCA of the Fox Cities, Terleen has been a Fox Valley SHRM Board member and a Board Member for Neenah/Menasha Best Friends. Terleen will be completing her Masters Degree in Organizational Development and Behavior this December. She hopes to go on for her PhD in Human Resources or teach HR classes in the evenings.

Leadership Director

Joanne Jackson, BS, MA, SPHR

Amery Regional Medical Center - Administrator of Human Resources, Community Relations, and Quality Improvement

Joanne has been a proud HR professional in multiple areas for almost 20 years. She earned her Bachelor of Science Degree in Organizational Administration and a Master of Arts in Organizational Leadership from Northwestern College, St. Paul, Minnesota. Efforts and involvement in promoting the HR profession and supporting HR professionals include serving as President, Certification Chair, and Secretary/Treasurer of the local St. Croix Valley Employers / SHRM Chapter, serving on the 2011 WISHRM conference planning committee, membership in the Healthcare Human Resource Coalition of NW Wisconsin. Joanne serves as a volunteer with the local Salvation Army homeless shelters to teach job interviewing and resume' writing skills.

Certification Director

Don Herrmann, MBA, SPHR, CPC

Don is President of Herrmann Advantage Consulting, LLC in Fond du Lac. He has lead human resources activities for over 30 years and has been the top HR executive for a number of companies in multiple industries. Prior to starting his consulting business in 2008, Don was Vice President of Human Resources for a national company headquartered in Denver, Colorado. Don has served on a variety of SHRM Chapter Boards in Georgia, Ohio, Nebraska and Colorado. Additionally he is an adjunct faculty member of Marian University and the University of Phoenix. He also serves on the Academic Advisory Board for Moraine Park Technical College.

College Relations Director

Callie Zipple

Callie a graduate of St. Norbert College (SNC) with professional experience as an HR Intern at SNC and was a Staffing Consultant with Landmark Staffing Resources Inc. Most recently, Callie has accepted the role of HR Generalist with KI in Bonduel, WI. Her position at KI has her involved in recruiting, safety, case management, and benefits among other duties. Callie was the SNC Student Chapter SHRM President.

District Director – Southeast

Dave Furlan, PHR

Dave Furlan is the Operations Manager at Cottingham & Butler and has been with the firm since 2005. He has experience in business planning, marketing, and personnel management in professional office and customer service environments since 1990. Dave has also worked as a benefits administrator for health, welfare, and retirement

	<p>plans and has designed and implemented safety and disaster recovery plans as well as in-house training programs on topics such as sexual harassment and HIPAA privacy. He has been a member of SHRM since 1998. Dave has served as Chair of the Communications & Marketing Committee at the Greater Madison Area SHRM chapter and also on the GMA SHRM Board of Directors as VP of Communications & Marketing and President.</p> <p>Motion to approve Sue Estes 2nd Linda Johaneck All approved</p>	
STRATEGY AND OPERATIONS		
Enterprising Leadership	<p>Enterprising Leadership The deadline was extended to November 1st Winner of the 2011 Enterprising Leadership grant could win up to \$4000 – last year two chapters won & the money was split.</p>	Kris Hackbarth-Horn
SHRM Update	<p>SHRM North Central Region Update</p> <ul style="list-style-type: none"> • <i>(on behalf of NC Regional Team)</i> <p>Reminder CLIF is due 11/30/11– Please have your rosters updated</p> <p>Update! 2011 SHAPE Changes When the SHRM Affiliate Program for Excellence (SHAPE) was developed, it was created as a “living document” designed to incorporate feedback and changes from year to year as needed. Based on recent input from our volunteer leaders, “we heard you!” and are pleased to let you know that the 2011 year-end reporting tool for state councils has been revised! We believe that these changes will allow you to focus on effectively measuring your state council’s successful projects and initiatives and overall level of engagement with SHRM. Some of the highlights include:</p> <ul style="list-style-type: none"> • Scaling back previously required details and documentation • Streamlined form to remove redundancies and make it easier to complete • Changed wording on several items to make it easier to achieve a higher level of award. Visit this link for the SHAPE Center in the VLRC to access a short 16 minute webinar explaining the changes, the revised 2011 State Council SHAPE Planning Workbook and updated FAQs. If you have any questions after viewing the materials, please contact your Field Services Director. As a reminder Nancy at SHRM should be your first contact for all chapter bylaw review. SHRM hosts webinars of what to expect at SHRM Leadership. Online membership discount thru 10/31/11 	Nancy Conway
Diversity Award	<p>Diversity Award Update For the 2011 Diversity award we had six applications. We</p>	Pamela Lassiter

	<p>decided to award 2 winners this year for 2011. The winners were; WI Public Service & Northeast WI Technical College The committee consisted of Margie Harvey, Cassy VanDyke & Pamela Lassiter .</p> <p>Wisconsin Public Service (WPS) recognizes and embraces diversity as part of its operational fabric. WPS feels that diversity is about learning from others who are not the same, about dignity and respect for all, and about creating workplace environments and practices that encourage learning from others and capture the advantage of diverse perspectives.</p> <p>Northeast Wisconsin Technical College doesn't just talk the talk; they walk the walk toward a more diverse and culturally sensitive faculty, staff and student body. Diversity efforts are taking place across the campus in a variety of areas including: Human Resources, Student Life and Student success. Because of this unique combination, the college is not only able to create an inclusive workplace, but an entirely inclusive organization whose culture extends to those they serve.</p>	
<p>Membership Update</p>	<p>Membership Booth Update</p> <p>Thank you for volunteering at our State Council Membership Booth! Please stop by & check out all the Chapter membership materials or pick up copies of our 1st addition Forward HR Magazine for your local members. In an effort to recruit new members I stuffed State Conference at-large members badge with a form they can fill out & drop off at the membership booth for a free chapter membership for one year. If an individual joins a local chapter between now - Nov 18th their name will go into a drawing to win a free 2012 state conf registration. Reminder chapter presidents 2011 membership initiatives are due by 10/31/11 in order to receive a \$75 check from the State Council. Currently 9 out of 19 chapters have submitted their membership initiative. SHAPE plan requires each chapter have a yearly membership initiative.</p>	<p>Sue Estes</p>
<p>JJ Keller Foundation</p>	<p>JJ Keller Foundation Mentor Program</p> <p>The Wisconsin SHRM State Council has established an annual mentoring program for executive directors of 501(c)(3) organizations across the state of Wisconsin. Sponsored by the J.J. Keller Foundation, Inc.</p> <ul style="list-style-type: none"> • Provides education in the field of Human Resources through SHRM's many resources and will help build connections with these organizations 	<p>Kellie Dunn</p>

	<ul style="list-style-type: none"> • Targets organizations that would not otherwise have the funding for a staff Human Resources Professional. <p>Deadline for applications will be Nov 15th We will be awarding this to 38 individuals – hopefully 2 per chapter.</p>	
2012 Legislative Conferences	<p>2012 Legislative Conferences At this time we have decided to scale back the Legislative Conferences from 3 back to only 2 Conferences. Chapters please let us know if you are interested in hosting a Legislative Conference in 2012.</p>	Kellie Dunn
SHRM Leadership Conference Update	<p>Update on SHRM Leadership Conference November 17 -19, 2011 Washington, D.C.</p> <ul style="list-style-type: none"> • \$400 Chapter Reimbursement • WI SHRM Thursday Dinner – RSVP by Oct 17th please • Travel Tips - http://www.wishrm.org/Conferences/TravelTipsNationalSHRMLeadershipConference.aspx • Expense Guidelines - up to \$400 for attendance at the SHRM National Leadership Conference for that year. This will be paid for the Chapter President or their designate to attend. Submit a reimbursement request form (available on the website) along with receipts up to \$400, to the Treasurer for approval before December 31st. Reimbursement is paid from the Wisconsin Council SHRM to the chapter and not an individual. 	Anthony Dix
Management Team Update	<p>Association Management Team Update 12/31 board changeovers</p>	Heather Dyer
Adjournment	<p>Adjournment/Next Council Meeting, December 09, 2011 at the Kalahari Resort, Wisconsin Dells</p> <ul style="list-style-type: none"> • Hope to see all of you at the Hospitality Suite tonight – Hilton Madison 11th floor Parlor Suite – Room 1138 – 8:30 – 10:30 p.m. <p>Motion to approve Matt Stollak 2nd Doug Hamm All approved</p>	Kellie Dunn