

Central Illinois Human Resources Group
Board of Directors Meeting
January 29, 2010

Members present: Katie Vigil, Minor Jackson, Becky Krueger, Lorianne Bauer, Barb Wleklinski, Tamala Griffin, Stacey Cultra, Melissa Halcomb, and Cindy Guthrie

New Business

1. Successes
 - a. Lorianne reported successful completion of the PHR examination
2. Approval of minutes from previous meeting
 - a. Minutes from the previous meeting were approved
3. 2009 CAP submission
 - a. Tammy Hoggatt has reported to Stacey that it CiHRG submission for next year looks good; the only significant area where CiHRG is lacking is promoting the SHRM Foundation to the membership. It was agreed that the Past President will serve as the chair for the CAP submission. Also noted was that to get to the platinum level, CiHRG would need 100% of our members to be SHRM members. Our position on this is that we do not want to force SHRM membership on CiHRG members.
4. Report on Illinois Leadership Conference
 - a. Becky provided a summary of what transpired at the leadership conference
 - i. There has been an increase in SHRM chapters and membership
 - ii. There is significant focus on recruiting non-traditional members—those who do not necessarily have the HR title or traditional HR responsibilities, e.g., business owners, small not-for-profits
5. Big Brothers/Big Sisters speaker at monthly meeting
 - a. Lorianne proposed that during the February meeting BBBS be allowed the opportunity to educate CiHRG members on the 1:1 mentoring program and the partnerships BBBS is forging with companies and schools; the membership agreed to invite BBBS to speak
 - b. Lorianne also suggested that this type of project may be worth of submission for pinnacle aware
 - c. Other ideas were discussed relative to increasing HR professionals' involvement with seniors in high school; specifically:
 - i. Get companies to donate clothes for interviews, give guidance on proper make up
 - ii. Enrich existing programs; encourage companies to offer tuition reimbursement
 - iii. Help them understand available options in the community

Reports from officers/committees

1. Treasurer
 - a. Approval of the treasurer's report was tabled until March so Melissa could check on the line item, "miscellaneous expenses" to determine what was included in the \$1,340.22 disbursement
2. President and President-Elect
 - a. Total CiHRG membership is 148
 - b. With a meal price of \$13, the luncheon is still relatively "cheap"
 - c. There seems to be some confusion around

- d. Speakers are arranged through November; September will be a round table, October will be a half day on leadership; Joliet Law is a possible speaker for December. Past President Eric Ferguson has requested that the Professional Development Chair request more strategic CEU's and has some ideas to make this happen.
3. Membership
- a. The membership committee met at Papa Del's and discussed a second HR 101 class, likely titled HR 102. The committee is considering offering a higher level of information with more time for interaction. The program is tentatively scheduled for July.
 - b. Other ideas under consideration include
 - i. Having speakers partner on topics
 - ii. Charging a nominal fee for programs
 - iii. Brown bags in June and August
 - c. Lorianne also suggested the possibility of several committees working together to reach out to the community as a way of attracting new members. Logical alliances would be the Workforce Readiness Committee, PR, and Membership
 - d. Lorianne has received a request from membership to sort members by company. The Board decided against this because it has the feel of being too sales oriented
 - e. CiHRG will be changing to the SHRM sponsored website. The existing list of members will be uploaded, which will mean CiHRG does not have to pay anyone to update information
 - f. Katie will be receiving phone training during the first quarter of 2010
 - g. The Board discussed the possibility of switching from sticky label name tags to magnetic name tags. The decision was made to stick with the sticky labels at this time.
 - h. Lorianne suggested that one way to promote the benefits of SHRM was to have a 60-120 second SHRM moment at every other meeting. It was decided that at the March meeting a SHRM PowerPoint would be provided while members are eating their lunch.
4. Professional Development
- a. The Board discussed whether to eliminate the hard copies of the CEU's awarded for the meeting. It was decided to reduce the number from 60 to 30 for several months to see if this was a sufficient supply
5. PR
- a. Katie will connect with Tammy Hoggatt to complete training on the newsletter software.
 - b. Katie will periodically be requesting articles from each chair.
 - c. As indicated the CiHRG website will be connected to SHRM
6. Health and Wellness
- a. Barb reported that the Heartland Healthcare Coalition membership was renewed for \$250
 - b. Heartland holds an annual event in April which would be valuable for CiHRG members; they have national speakers on subjects like the health care bill and do a good job of providing resources on their website
 - c. The Board discussed surveying members to determine if any assistance was needed to help negotiate corporate discounts for CiHRG members as "affiliates" of Heartland
 - d. The Board also discussed the possibility of offering a safety session as a way to recruit non HR members. Barb pointed out that OSHA will be adding more employees, with the specific intent of increasing site reviews and focusing on small- and mid-sized employers.

- i. Barb indicated that Brian Bochorst would be an excellent speaker for a two-hour presentation and could cover filling out forms correctly, networking with safety groups
 - ii. The Board discussed whether this should/could be an additional meeting, similar to the one Eric did on unemployment compensation.
 - iii. Kim Lytle has suggested that UCSD might be a potential sponsor if this was a half day, community event, similar to the motivational leadership program presented by Clint Stidwell
 - iv. Barb will look into the feasibility of using the Forum at Carle Foundation Hospital and whether there might be other co-sponsors, like SafeWorks or EISN
- 7. Legislative
 - a. No report was provided
- 8. Diversity
 - a. Minor is working on a display ad on the CiHRG website and the newsletter to recruit members
 - b. Minor has already begun to consider a diversity speaker for next year and is proposing Donna Rose from California. Minor has heard her speak about diversity leadership and the behavioral issues connected with workplace bullying. This is another program which could be turned into a half day work shop which could be offered to businesses
- 9. Workforce readiness
 - a. Tamala made the Board aware of all the activities connected with the ESPN game day bus tour and suggested that employer might make this available to employees as a perk
- 10. Student chapter
 - a. No report was provided

With no further business to discuss (and it was 5:05 pm), the meeting was adjourned.

Respectfully submitted,

Cindy Guthrie, SPHR, MS