



Meeting Minutes
November 14th, 2024
Meeting was virtual via Zoom

Last meeting of the year! Thank you for your participation each month! Tiffany Phillips will be Past President for 2025. Matt Nelson will be President next year. Thank you to Jason Davis and the Executive Board for a great 2024!

Sharing of Accomplishments, Celebrations and Job Opportunities –
No reports

Minutes – Lynn Barbier

The October's Secretary's report was attached to the meeting Reminder.
Jason Davis moved and Teresa Rummer seconded

Financials – Treasurer's Report – Julie Rydl

The November financial report was attached to the meeting Reminder.
Kacey Reicks moved and Hope Arganbright seconded

Committee Reports

- Membership – Matt Nelson
 - We have guests attending today:
 - Emma Schuler is a guest of Tammy Stegman from Mary Greeley Medical Center
 - Brielle Phifer is a guest of Hope Crawford from Grinnell Mutual
 - If you are a National SHRM member – be sure to designate Cyclone SHRM as your Primary Chapter.
 - January Meeting is virtual.

- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - Thank you to everyone who attended the Student Chapter Networking Event at ISU. There were just about the same number of professionals and students. The students really appreciated that. Nice to see more students joining the chapter and choosing HR as a major.

- Education – Kacey Reicks
 - 1st half of the 2025 schedule is finalized! If you have any ideas for speakers please let Kacey know.
 - This is Kacey’s third and final year as Education Chair. It is a 3-year term. If anyone is interested in this position, she would love to job shadow – that way the new chair will have the benefit of the Kacey’s experience in this role.
 - Congratulations to anyone that has passed their certification exam!
 - Today’s program is approved for SHRM credit.
 - QR code for certificates – the link is in Chat available at the end of the meeting.
 - **Reminder** – Anyone interested in taking the SHRM exams:
 - Here is the website with the deadlines:
<https://www.shrm.org/certification/apply/exam-windows-and-fees>

- Foundation – no report

- Technology – Annette Marsalli
 - The website will be down November 22-25 for maintenance
 - Reminder – If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com

- Diversity – Hope Arganbright

Holidays:

- November 3rd: Daylight Saving Time ended.
- November 5th: Election Day
- November 11th: Veterans Day
- November 28th: Thanksgiving Day
- November 29th: Black Friday and Native American Heritage Day

November is Movember – every November, men grow their mustaches to raise awareness about men’s health issues like suicide or prostate cancer. This awareness month hopes to educate about the importance of early cancer detection as prostate cancer doesn’t typically have any warning signs or early-stage symptoms. (*diversity.resources.com*)

Also, a fun one for today is Loosen Up Lighten Up Day. This day was created to give us a day to lock up our serious side and be happily carefree. While stress can not be avoided, it can be reduced. I encourage you to smile more today, meditate if that’s something you enjoy or do something that relaxes you!!

Since this is our last meeting of the year, I wanted to include December holidays as well.

- December 2nd: Cyber Monday
- December 3rd: Giving Tuesday
- December 6th: St Nicholas Day
- December 7th: Pearl Harbor Remembrance Day
- December 24th: Christmas Eve
- December 25th: Christmas Day
- December 31st: New Years Eve

December is Seasonal Affective Disorder (SAD) Awareness Month. This is a type of depression that can cause mood changes in response to seasons. But I don't want to leave you all on a sad note so here's a few days / holidays that can brighten up your December!

- December 3rd is "Lets Hug Day"
- December 5th is National Blue Jeans Day for those of you with business professional dress codes!
- December 12th is "National Ding-A-Ling Day" – this is a day for you to touch base with a friend or family member by phone (hence the ding-a-ling name) that you may have lost touch with throughout the year. You also get a free pass to be a little silly that day. 😊

If you want to see more articles like this, I encourage you to check out the national SHRM website!

- Past President – Jason Davis
 - Consider serving in CySHRM – it is a 3-year term – Membership, year 1 – President, year 2 – Past President, year 3
 - Cyclone SHRM Name – as you may remember, we received a letter from ISU legal counsel asking us to change our name because of copyright infringement. We proceeded to counter with the fact that our organization has had this name long before ISU copyrighted the name Cyclone. This is still up in the air as our attorney are handling the situation now.
 - National Office is focusing on Civility and Crucial Conversations.
 - Resources at National SHRM Website:
 - SHRM.org
 - Great content
 - Webinars
 - Podcast – Honest HR – very good and SHRM credits!

New Business Announcements

2025 Cyclone SHRM Meetings will be held at the Laughlin Level (Lower Level) of the Ames Alliance, 304 Main Street, Ames. You can enter from either the back door by the parking lot or the front door on Main St.

We are still working to put together the 2025 Executive Board.

Open Positions are:

- Membership
- Diversity

Old Business

"Celebrate You" recognizing attendance at meetings. There will be a drawing at the end of the meeting to receive a \$10 Starbucks gift card!

National SHRM Members – check out SHRM.org there are some great interactive tools that have been improved. For example, there Employee Benefit Surveys, COBRA Notices and more!

Business meeting adjourned.

Program Presenter Jennifer Peterson, Talent Optimization Consultant with the BecomeMoreGroup
Topic Leading with People Data – *Analytical Aptitude Competency*

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, January 9th and it is Virtual via Zoom.

Can't wait to see you there!