



Meeting Minutes
February 8th , 2024
Meeting was virtual via Zoom

Installation of Officers – Julie Moss

Julie Moss led the oath for the Installation of Officers

- Tiffany Phillips – President
- Matt Nelson – President Elect/VP of Membership
- All other officers en-masse

Sharing of Accomplishments, Celebrations and Job Opportunities –

Teresa Rummer shared that Liz McCallister at the ISU Foundation just passed the SHRM-SCP Exam! Congratulations Liz!

Minutes – Lynn Barbier

The January Secretary's report was attached to the meeting Reminder.
Julie Moss moved and Teresa Rummer seconded

Financials – Treasurer's Report – Julie Rydl

The November financial report was attached to the meeting Reminder.
Michelle Price moved and Annette Marsalli seconded

Committee Reports

- Membership – Matt Nelson
 - New members are attending today – Welcome!
 - Sarah, currently at Ag Leader is going to Northcrest as HR Manager
 - Hailey, HR Assistant at Woodruff Construction
 - Erin, with Great Iowa Credit Union
 - Ty, from Ag Certain
 - We have visitors as well:
 - Mandy, from 3M
 - Stephanie, HR Coordinator at Mainstream Living
 - Reminder! Get in your Enrollment Form
 - Please email enrollment forms directly to Matt's email: matt.nelson@nelselectric.biz

- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - Off to a good start already. Have met a couple of times.
 - Networking Event is planned – would like at least 15 people to attend.
 - Wednesday, March 6th at Meet and Greet at Gerdin Business Center for an hour

- Education – Kacey Reicks
 - Annette is filling in – Thank you Annette!
 - 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
 - Annette will be covering for Kacey as Education chair while Kacey is on maternity leave
 - If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com

- Diversity – Hope Arganbright

Holidays:

- Friday, February 2nd: Groundhog Day – only 6 more weeks of winter! 😊
- Sunday, February 4th: World Cancer Day
- Saturday, February 10th: Lunar New Year
- Tuesday, February 13th: Mardi Gras
- Wednesday, February 14th: Valentines Day and Ash Wednesday
- Monday, February 19th: Presidents’ Day
- Thursday, February 29th: Leap Day!

Articles:

- On the National SHRM website, there is an article out there called “Long Work Hours Lead to Burnout, Not Productivity.”
 - One point from this article I thought was interesting from this article is most people feel burnt out from meetings. As stated in the article, “23% of individual contributors said they spend too much time in meetings – and that percentage increases as one progresses up the organizational chart. A majority of workers overall said spending more than two hours a day in meetings is the tipping point for them, cutting into the time they have to focus on their work.”
 - This is something to be mindful of – no matter what role you are in. It is very easy to set up a bunch of meetings that you think you need and/or you’ve always had, when it could just be an email. Be mindful of how many meetings you schedule and if they could be relayed just as well in an email.

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

**New Business
Announcements**

Tiffany is very excited for 2024! She is looking forward to a wonderful year with Cyclone SHRM!

Professor Robert Olinger @ ISU needs 15 volunteers to help with mock interviews on March 7th from 12:30pm –2pm.

Email Robert rolinger@iastate.edu to participate.

Executive Board Meeting in Bondurant 3/7 at 12 noon.

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 Jim Roy, VP of HR Strategy at Percipio Workforce Solutions

Topic The First 15 Minutes - *Talent Acquisition Competency*

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, March 14th and it is Virtual via Zoom.

The topic will be: Unleash Your Leadership Potential: It All Begins with You – *Influence Competency*

Presenters: Ronee Andersen, Coaching and Consulting by Ronee, LLC

Can't wait to see you there!