



**Meeting Minutes**  
**May 9th, 2024**  
Meeting was Virtual via Zoom

**IceBreaker**

**Sharing of Accomplishments, Celebrations and Job Opportunities –**

**Minutes – Lynn Barbier**

The February Secretary's report was attached to the meeting Reminder.  
This was moved and passed.

**Financials – Treasurer's Report – Julie Rydl**

The February financial report was attached to the meeting Reminder.

The balances are as follows:

Checking - \$3,348.16

Business Share 1 - \$12,525.53

Business Certificate - \$12,100.00

This was moved and passed.

**Committee Reports**

- Membership – Matt Nelson
  - Currently 96 members of Cyclone SHRM.
  - Matt's started meetings (organized by Iowa SHRM) with the other membership directors from Iowa SHRM chapters: discussing successes, pain points, and better practices chapters have developed to engage their members and gain awareness of the chapters in the HR profession as a whole.
  - In the next meeting will be a presentation of resources available from National SHRM to better market the chapter to the HR profession at-large.
  
- Emerging Professional – Teresa Rummer
  - Teresa is the liaison to the Student Chapter.
  - The Student chapter is wrapping up the semester (it's finals week and graduation week.) 5 Seniors are graduating!
  - Normally, it's pretty quiet during the summer. Usually, I start hearing from the students again in mid- August.

- Thanks to everyone that volunteered as a mentor this year or that volunteered for the Networking Event with the Student chapter.
- Education – Kacey Reicks
  - Annette is filling in – Thank you Annette! Kacey is returning in June! Yay!
  - 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
  - Please continue to send job postings to [cycloneshrm@gmail.com](mailto:cycloneshrm@gmail.com).
  - Continue to look at our website for news updates. All virtual meetings have been recorded and stored under the Resources tab on our website.
- Diversity – Hope Arganbright

Holidays:

- May is Military Appreciation Month!
- Monday, May 6<sup>th</sup>: National Nurses Day
- Tuesday, May 7<sup>th</sup>: National Teacher Appreciation Day
- Sunday, May 12<sup>th</sup>: Mother’s Day
- Monday, May 27<sup>th</sup>: Memorial Day

Articles:

One of the great things about being a National SHRM member is all of their tools and resources on their website. I came across a tool about creating an Inclusion Code of Conduct. It provides a good template when creating an Inclusion Code of Conduct where you can just put in your company name! Be sure to check it out sometime this week!

If you were at the meeting in April, you will remember that May is Mental Health Awareness Month! Next Thursday – May 16<sup>th</sup> – I am going to encourage my team to wear Green in support of Make IT OK! Check out [IowaHealthiestState.com](http://IowaHealthiestState.com) to learn more details about Wear Green Day and other tools for the month of May. 😊

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!

**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** Sharon Steed, Founder of Communilogue

**Topic** Empathy in HR - *Creating a Diverse and Inclusive Culture Competency*

**Closing** Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, June 9<sup>th</sup> and it will be in-person at REG, 416 S Bell Ave, Ames

The Topic will be Legal Update in an Upside-Down World – *Employment Law & Regulation Competency*  
Presented by Timothy A. Davis, Managing Partner, Constangy, Brooks, Smith & Prophete, LP

Can't wait to see you there!

**Formatted:** Font: Italic

**Formatted:** Adjust space between Latin and Asian text,  
Adjust space between Asian text and numbers

**Formatted:** Normal, Don't adjust space between Latin  
and Asian text, Don't adjust space between Asian text  
and numbers