



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

Icebreaker – What are some of the strategies for employee burnout or promoting mental health?

Sharing of Accomplishments, Celebrations and Job Opportunities –

Kacey Reicks – still has a job! (in the wake of the John Deere layoffs happening) We are so glad for that, Kacey! 😊

Minutes – Lynn Barbier

The July Secretary's report was attached to the meeting Reminder.
Motion by Chris Goodwin, Kacey Reicks seconded.

Financials – Treasurer's Report – Julie Rydl

The February financial report was attached to the meeting Reminder.

The balances are as follows:

Checking - \$2,582.20

Business Share 1 - \$12,665.50

Business Certificate 23 - \$12,100.00

Motion by Lynn Barbier, Annette Koudelka seconded

Committee Reports

- Mollie Frideres-Smith and Lynn Barbier gave an update on the Iowa State SHRM Conference.
 - They are both volunteers on the Registration Committee and will be getting a stipend sent back to the CySHRM Chapter for their work.
 - There will be a volunteer opportunity for our Chapter to help with getting all of the lanyards and registrants' name tags and t-shirts put together before the State Conference. It will more than likely be the Sunday/Monday before the conference, the dates of September 22nd & 23rd.
- Membership – Matt Nelson
 - The membership audit is due September 1st.
- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - Students are on Summer Break. The Chapter will start back up in August.

- Education – Kacey Reicks
 - There are two certification study group opportunities: (Kacey sent out an email with details)
 - NIACCC on-line test prep from 8/27-11/26
 - Great River HRA, includes materials, online & shipping
 - Kacey is a co-instructor
 - Congratulations to anyone that has passed their certification exam! There are 8 new/renewed certifications in our chapter.
 - 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>
- Jason Davis – Past President
 - **State SHRM Conference is Thursday and Friday, September 26th & 27th at the Hyatt Regency in Coralville!**
 - News from the National Office –
 - Officially retiring the term DEI and changing it to I&D – Inclusion & Diversity.
 - On the National website is a link to the “Culture Leaders” podcast.
- Foundation – Nikki Fischer (soon to be Shannon Thiele)
 - Are you looking to take your test? The SHRM Foundation has many tools and resources for you and also lots of continuing education.
 - There is a transition in roles, Shannon Thiele is going to take over Workforce Development at The Alliance.
- Technology – Annette Marsalli
 - Scheduled updated maintenance is Aug. 23-26th.
 - Please continue to send job postings to cycloneshrm@gmail.com.
 - There are a few new job postings on our website.
 - 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:

- Wednesday, August 7th: Purple Heart Day
- Tuesday, August 13th: Tisha B'Av – Jewish Holiday
- Sunday, August 18th: National Senior Citizens Day
- Monday, August 19th: Raksha Bandhan – Hindu Holiday
- Monday, August 19th: National Aviation Day
- Monday, August 26th: Women's Equality Day

On the National SHRM website, I found a few statistics that I want to share with this group:

Data and trends highlight critical insights:

- **68%** of working Americans want their organizations to make diversity a greater strategic imperative by focusing on key systems creating the inclusive employee experience.
- **53%** of those surveyed link DEI to business polarization.
- **69%** said the results of corporate diversity programs were mixed at best, with 10% saying they had actually done more harm than good.

There are many great resources on the National SHRM website regarding DEI – I encourage all members of our group to become a National SHRM Member and check out the website!

New Business Announcements

Closing Report from Tiffany:

Iowa SHRM Conference is in September.

Iowa SHRM has a brand new website: iashrm.org Check it out! It's awesome!

The State SHRM Conference is in Coralville: Consider Volunteering! What's in it for you? A stipend is sent back to the chapter for volunteering! #showmethemoney

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 Kasara Weinrich, Principal Consultant for Future of Work Strategy.

Topic Becoming Collectively Intelligent: HR, AI, and Emerging HCM Technologies

Closing Drawing for the \$10 Starbucks gift card. The winner was Donna Hover.
Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, September 12th and it will be in-person.

Can't wait to see you there!

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