



**Meeting Minutes
September 12, 2024**

Meeting was in-person at REG, 416 S Bell Ave, Ames 50010

Icebreaker – No Ice Breaker this month

Sharing of Accomplishments, Celebrations and Job Opportunities –

Kylie Suda is SHRM Certified! Way to go Kylie!

Job Opportunities – from Tiffany – Dyma Brands, Manufacturing jobs

They are also hosting an EE Appreciation Carnival! Now that's a celebration! 😊

Minutes – Lynn Barbier

The August Secretary's report was attached to the meeting Reminder.

Motion by Liz McAllister, Kacey Reicks seconded.

Financials – Treasurer's Report – Julie Rydl

The August financial report was attached to the meeting Reminder.

The balances are as follows:

Checking - \$1,051.55

Business Share 1 - \$12,712.67

Business Certificate 23 - \$12,100.00

Motion by Michelle Price, Teresa Rummer 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 stiped 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
 - Shannon Thiele from the Ames Regional Economic Alliance is our new Workforce representative, taking Nikki's place.
 - Check out the Work in Ames job board for employment opportunities
 - Emma Delaney, from the Student Chapter, now works at Green Hills, welcome Emma!
 - Tim Davis, who spoke at our June meeting on Employment Law, is now a member!

- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - Students are back. We are looking for mentors – about 13 mentors
 - Students are presenting at the Iowa State SHRM Conference
 - Mark your Calendars! Student Chapter Networking event is scheduled for Nov 13th!

- Education – Kacey Reicks
 - If there are any speakers at the State Conference that you enjoy, please let Kacey know!
 - 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 – Shannon Thiele (No Report)
 - Are you looking to take your test? The SHRM Foundation has many tools and resources for you and also lots of continuing education.
 - Shannon Thiele is going to take over Workforce Development at The Alliance.

- Technology – Annette Marsalli
 - 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 – is on her HONEYMOON! Hooray!!

Holidays:

- Monday, September 2nd: Labor Day
- Sunday, September 8th: Grandparents Day
- Wednesday, September 11th: Patriot Day
- Sunday, September 15th: First Day of National Hispanic Heritage Month
- September is also Blood Cancer Awareness Month!

In our August meeting, Jason did a great job explaining SHRM’s new outlook on DE&I. They are removing the ‘equity’ piece of the acronym and focusing on Inclusion & Diversity. On the SHRM website, they have released a “SHRM’s I&D Playbook 2024” loaded with great tools. It is 22 pages long and gives great insight on reducing bias in the hiring process, ageism, etc. I encourage you to check it out especially if your workplace is looking for some additional resources in these areas!

New Business

Announcements

Closing Report from Tiffany:

Enjoy the Member Appreciation Breakfast!!

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.

Topic Iowa Talent Poll Workforce Report

Program Presenter Dustin Miller from Cygnal

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

The next meeting will be Thursday, October 10th and it will be in-person.

Legal Update – *Employment Law & Regulation Competency*

Speakers: Melissa Schilling and Nicole Proesch; Dickinson Mackaman Tyler & Hagen P.C.

Can’t wait to see you there!

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