CKSHRM Board of Directors Meeting

July 13th, 2021

Location: Nesco Resource via Zoom

1. **Call to order:** The CKSHRM board meeting was called to order at 11:36 am by President Brad Logan. Board members in attendance: Brad Logan, Joanne Prewitt, Pam Jackson, Erica Sluder, Leigh Allen, Sherry Davis, and Tracy Perkins.
2. **Meeting minutes:** The last board meeting minutes from were presented by Tracy Perkins. Sherry Davis made a motion to approve the minutes and Erica Sluder seconded the motion. Minutes were approved.
3. **Treasurer’s Report:** Tracy Perkins provided the board with a current account balance and a list of account transactions. Our current account balance is $4,296.30 (checking) and $3,159.86 (savings). Joanne Prewitt made a motion to approve the Treasurer’s Report and Leigh Allen seconded the motion.
4. **Board Chair Reports/Updates:**

**Membership:** Sherry Davis informed the group that 2020-2021 memberships are at 84.4% renewal. Sherry re-sent emails to Shane Shepard and Alison. Sherry received an email from Desiree Hogue regarding a new member from Central Seal. The member will need to be approved if 50% of duties are HR related. Erica made a motion to approve the member and Joanne Prewitt seconded the motion. Sherry will add her to our email list. Also, Ethan and Kaylee are new in HR at Hitachi. Both Ethan and Kaylee just passed SHRM certifications. Brad Logan to email Ethan and Kaylee’s contact information to Sherry Davis so Sherry can email Ethan and Kaylee about CKSHRM memberships. Joanne Prewitt added that Katrina at Honeywell has put in her notice. Joanne went on to say that they have an HR Manager position posted. Joanne also stated that they have a new HR person but she was not sure of his name. Debbie at Transnav has not responded to Joanne Prewitt or Sherry Davis regarding membership. Erica Sluder has previously received and email from Debbie not too long ago regarding a survey. Not sure about anyone at Dana Corporation. DecoArt is looking for a new manager. Joanne Prewitt to reach out to Dana and ask about Honeywell and Transnav.

**Certification:** Leigh Allen provided a handout regarding updates for Diversity, Technology, and Certification. SHRM Certification CLA Webcast Q2 Meeting/Webinar held on June 9, 2021. Each SHRM local chapter is receiving five complimentary SHRM exam seats. Chapter Presidents were sent the official form that needs to be submitted to SHRM. We can use these free exam seats as an incentive to boost dual SHRM/Chapter memberships, attendance, conference registration, etc. The test is $300.00. Joanne Prewitt added that we need to promote this opportunity to CKSHRM members. The Board discussed how to market and promote the value of being a CKSHRM member. Brad Logan will send the form to the Board members. Joanne Prewitt said her initiative will be to have this communicated to CKSHRM members before our August 10, 2021 meeting. The upcoming August CKSHRM meeting needs to be certified. Leigh needs to know the topic before submitting request to SHRM for credit. Leigh informed the Board that she is designated by SHRM to submit SHRM credit requests. HRCI credit requests were historically made by Katie Adams. Leigh contacted the Chamber to determine what needs to be done in order to acquire HRCI credits so our CKSHRM events have dual SHRM and HRCI credits.

**Diversity:** Leigh Allen provided a handout regarding updates for Diversity, Technology, and Certification. HR leaders from Kentucky were invited to learn about the Skillbridge program for Veterans on May 25, 2021 presented by the Kentucky Chamber of Commerce and KYSHRM in partnership with LG&E, KCMA, and KDVA. CKSHRM members were notified of the opportunity to attend this session on May 25, 2021. The event plugged the Veterans At Work Certificate Program. The event was well attended and very informative.

**Website/Communication:** Leigh Allen provided a handout regarding updates for Diversity, Technology, and Certification. The CKSHRM website homepage has been updated to include Joanne Prewitt’s official title and contact information for the SHRM Foundation basket. Brad Logan’s new email address and Joanne Prewitt’s new title as SHRM Foundation Director were updated on the Board page. The Meetings page was updated to reflect updated information for the August 10, 2021 meeting. We still need a lunch sponsor, basket sponsor, and roundtable topics. May meeting minutes will be added to the Bylaws & Meeting Minutes page once the Board approves them today. A spot was created for the July meeting minutes on the Bylaws & Meetings Minutes page. Changes to the Scholarship page include a message to thank applicants for scholarship submissions and the 2021 application was removed from the website.

**Legislative:** Pam Jackson does not have anything new to report.

**Workforce Development:** Bill Pianovski was unable to attend the Board meeting. Erica Sluder shared that there will be a Job Fair at Constitution Square on July 23 and 24, 2021. Erica sent out flyers. Ads with WHIR starting July 14, 2021 through next week. 11:00 a.m. – 2:00 p.m. on July 23, 2021 with hamburgers and hot dogs from WHIR. Participating employers must bring their own tent, tables, and chairs. July 24, 2021 is capped to 25 with the Farmer’s Market. There are ten employers that have already signed up to participate. Will post at Save-A-Lot and the Eyebrow place on Main Street. We can leave information at the Library for applicants to pick up. We sent out 100 bags for the healthcare hiring event and 200 for the manufacturing hiring event. Michelle Carter has left BCTC. Not sure who took over for Michelle.

**Programs/Certification:** Erica Sluder stated that recruitment and retention are what all employers are focused on right now. Everyone is trying to get people. Some places are not doing background checks in an effort to quickly hire individuals. Sherry Davis said the thinks that DE&I are tying recruitment efforts to strategic plans. Discussed going to non-traditional places to recruit for talent including Kentucky State University. In order to get more diverse applicants we need to go where these applicants are located because they are not coming to us. Discussed not using the same old recruitment tools. We need to change the talent pipeline to recruit a more diverse applicant pool and appeal to other cultures and backgrounds. Leigh Allen added that the more diverse employees are the more successful they are. Erica Sluder discussed our August Roundtable meeting. We need to have five topics. An opener might be regarding employment to kick off our meeting. Some employers are using sign-on bonuses to recruit talent. It is a job seekers market right now. Sherry Davis asked if Jessica Coffey could give CKSHRM an update on unemployment information by state and counties. Jody Lassiter may be able to get this information to us. A second topic will be DEI. Erica asked Leigh Allen to moderate this roundtable. A third topic will be last chance. Erica Sluder to moderate. A fourth topic will be recruitment. Sherry Davis to moderate. A fifth topic will be COVID-19. Masks in schools and vaccinations requirement or not. Pam Jackson to moderate. Erica Sluder to email CKSHRM group and ask if they want zoom as an option for the round table meeting. Hobart may sponsor basket. CKSHRM will pay for lunch from Southern Plate Catering. 11:00 a.m. to network. 11:30 a.m. for lunch. 12:00 p.m. – 1:00 p.m. for round tables. Masks not required in fully COVID-19 vaccinated. Okay if people want to wear masks. Will continue six feet social distancing and hand sanitizer will be available.

1. **New Business:**

CKSHRM Scholarships. We had three excellent scholarship applicants including Mary Isola, Hannah Sizemore, and Leigh Allen. Sherry Davis made a motion to divide the scholarship money equally between all three applicants. Joanne Prewitt seconded the motion. Tracy Perkins will notify all three winners and will invite them to our August meeting for lunch and to present checks to them.

Kentucky SHRM Conference. We have two complimentary passes to the Kentucky SHRM conference August 31 – September 2, 2021. Offered one to the Board. Tracy Perkins was drawn as the winner at the Board Meeting. The other pass to be drawn from the CKSHRM group at August meeting.

**VI. Old Business:** Tracy to try and get new Tax ID number for our CKSHRM group.

**VII.** **Board meeting:** Our next board meeting is scheduled for July 13th, 2021 from 11:30 p.m. to 1:00 p.m. Location: Inter-County Energy.

**VIII. Adjournment:** The CKSHRM board meeting was adjourned at 1:06 p.m.