



**Board of Directors Meeting
October 3rd, 2016 (4:12pm – 5:40pm)**

Present: Timothy Dabrieo, Catharine Mirabile, Denise Vaillancourt, David Twitchell, Linda Tuells, Andrea Chatfield

Phone: Jessica Bourassa, Kathy Nelson, John Wilson, Michelle Gray, Fran Lefavour, Jim Reidy, Kristine DiFiore, Amy Wright, Barbara Hecker, Tina Sharby, Lisa Lemieux, Dan Griffiths

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>

Director – Mike Klyop

Mike was unable to attend.

Director-Elect – Tim Dabrieo

Welcome New Member

Tim officially welcomed Kristine DiFiore as the new Program Director. Welcome, Kristine!

Tim officially welcomed Amy Wright as the SHRM Certification Role for 2017. Congratulations Amy!

- Thanked Kathy Nelson for all her efforts and an excellent job in the current Certification role.

Position Openings

Director-Elect. Let Mike or Tim know if you know someone that is interested as applications are being accepted.

2017 Schedule

Tim asked for an open discussion from everyone about what they liked and didn't like about the 2016 meeting schedule. Suggestions were made: 1) Have one dedicated meeting, picked in advance, for everyone to attend in person. 2) Have a meeting tied into a social, after hours, event.

Parking is a slight issue at McLane. Tina offered up the Manchester, NH Easter Seals' location for meetings in 2017

Community Outreach

Tim mentioned that we've been challenged with how it is essentially working. Tina mentioned that she has a successful relationship with the Chamber. It was mentioned that "Leadership Manchester" was a lot of work for little reward. DWC is invested in the Manchester Chamber but may be too early to tell on its success. Tim will track its progress.

Strategic HR Conference

Tim openly asked who was going so that plans to meet can be made in advance.

Leadership Summit (Nov 17-19)

Tim made mention that the Leadership summit was coming up next month and asked who again, was going to be in attendance.

Secretary – Jessica Bourassa

The meeting minutes of the June meeting were voted on and approved unanimously; pending a change brought up by Barb. In addition, the meeting minutes of the August meeting were voted on and approved unanimously. Dave made the motion to accept and Barbara Hecker seconded the motion.

Treasurer – Nancy Rowell

Nancy was unable to attend due to her return from vacation. We will visit the financials in December's meeting.

2016 Leadership Conference – Tim Dabrieo

Congratulations to Catharine Mirabile on winning the Volunteer of the Year award!

Tim asked the board for feedback in addition to Mike sending out a survey: 1) Loved the speakers, took a lot away from them. 2) Second breakout seemed redundant, should be a little more diverse in the future. 3) Survey received good feedback from the breakouts. 4) Someone suggested ramping up the breakouts. 5) Everyone liked the networking as it is valuable. 6) Valuable information on the DOL presentation but the speaker was not so great. 7) Registration wise – the SC could do better with conducting breakout signups.

Tim further asked for additional committee members for next year's meeting. There was a lot to do for the meeting but not enough people to spread the work around efficiently.

Granite State HR Conference – Fran Lefavour

Theme: "From Surviving to THRiving"

Dates: April 18th and 19th of 2017

Fran mentioned that Greentree has already sold about half of all the sponsorships. About 11 exhibitor booths have already been sold but Fran asked everyone to expand the effort as Sherry needs help. The committee is a little ahead of scheduled compared to last year. BIA is also having a challenging time getting people in the room.

Advertising is still happening on the radio and NH Business Review; those connections are still there.

SHRM Affiliate Charter Amendment – Tim Dabrieo

Tim mentioned that Mike submitted the amendment.

ESGR – Suicide Prevention Awareness Training Program – Dave Wheel

David set out to challenge chapters to participate but only two chapters are onboard so far. Barb mentioned that she did something more comprehensive - panel discussion on mental health in the workplace, which received a great response. Presentation slides contained different accommodations, what to look for, risks, etc., She mentioned it was very well received – encourage everyone to schedule.

- Of Note: Any remaining chapters that wish to contact Loren. Please note that Dave would like to be copied on any future requests as this is related to the Council initiative to conduct this training.

Loren Haberski
loren.haberski@va.gov
603-624-4366

Diversity – Workforce Coalition (DWC) – Tina Sharby

DWC: 8 to 12 candidates will go through the pilot program. There is a large emphasize on ESOL. The program will begin on October 10th and will run for 7-8 weeks. At the end of program, participants will get a bump in pay

John: On October 11th at 11:30am, Malcom Smith will be presenting on Prevention of Dealing with Bullying in the Workplace at a Nashua chapter meeting –cost is \$30 for the lunch. “Women in Technology” will be a topic presented at a Seacoast meeting regarding young woman going into tech jobs. This will be held sometime in November and springtime as well – March details to follow.

Tim: The Pinnacle Award application was submitted on behalf of the SC for DWC efforts in 2015 and 2016.

SHRM Update – Tim Dabrieo / Dan Griffiths

Leadership Summit – please register now. As of October 24th, 600 have already registered.

Thanked everyone for signing the charter. This initiative will be open for a while so please continue to request changes as needed and wanted.

Volunteer Summit – Make sure to register with the hotel and make session planning choices –

Please make sure to update your directories as they change and submit to Crystal.

Reminder: Anyone need material? Dan will get anything needed so that we can continue pushing people to be members of chapters and SHRM.

Programming – Kristine DiFiore

No updates at this time.

SHRM Certification – Kathy Nelson

SHRM wants to hear from chapters on certification success stories. Windows are open for December. Also, thanked everyone for their help and efforts as she transitions out.

Social Media/Marketing – Michelle Gray

No updates at this time.

Chapter Liaison – Anne Vallette

Anne was unable to attend

Membership – Catharine Mirabile

Chapter audits will be underway by October 11th. Made mention of the quarterly membership report and chapter retention formula.

Extending initiative - \$10 off for SHRM at-large members. The initiative will continue through December and then it will be reevaluated.

Technology – Linda Tuells

Website update: There were only two request for inner-circle. It was mentioned that the website has very little for meeting notices - asked program directors to get calendars out.

Legislative Action – Andrea Chatfield

Localizing the A-Team – Jim/Tina/Andrea are drafting language on defamation cases and employment reference checks. Andrea is looking for input or more information and to let her know.

Workforce Readiness – David Twitchell

Thinking about a scholarship program regarding the GSHRC; sending invitations to attend. It was also mentioned that colleges are beginning to drop SAT and ACT score requirements.

ESGR – Dave Wheel

Mentioned that 100 soldiers will be returning within the 60-days and there will also be a welcome ceremony.

SHRM Foundation – Tim Dabrieo / Jeannie DiBella

Chapters were reminded to submit donations before the end of the year. Reminder that December is for the Shape award and, the champion – leadership campaign 50/50. Also, to submit the shape plan by January, will have until March to get part two submitted.

Diversity – Armando Llorente

Armando was unable to attend.

Local Chapter Updates

None at this time.

Adjourn

Tim Dabrieo made the motion to adjourn the meeting, seconded by Jessica Bourassa, and approved unanimously.

2016 HR State Council of NH Meetings

Date	Location	Time
February 16 th	McLane – Manchester Office	4-6PM
April 8 th	McLane – Manchester Office	8-10AM
June 6 th	Call-In Only	4-6PM
August 12 th	Call-In Only	8-10AM
October 3 rd	McLane – Manchester Office	4-6PM
December 2 nd	McLane – Manchester Office	8-10AM

State Council / GSHRC Events

GSHRC ~ Tuesday, April 18th and Wednesday, April 19th ~ Manchester, NH

Other Events

Strategic HR Conference ~ October 23-25, 2016 ~ Bretton Woods, NH

Submitted, Jessica Bourassa, PHR, SHRM-CP, Secretary/Treasurer-Elect

The HR State Council of New Hampshire is committed to actively promoting the advancement of the human resources profession by providing leadership and a voice for New Hampshire human resource professionals, facilitating the exchange of ideas, sharing of information, and connectivity of human resource professionals and the business community, supporting the New Hampshire SHRM Affiliate Chapters, actively promoting the professional development of current and future human resource professionals, serving as a resource to proactively meet the human resource challenges of today and the future, and partnering with State and Federal Legislators to advocate on human resource issues of significance impacting the workforce.