



# State of Central Dakota Human Resource Association

Jason Sutheimer, SPHR, President CDHRA • February 26, 2013

# About SHRM

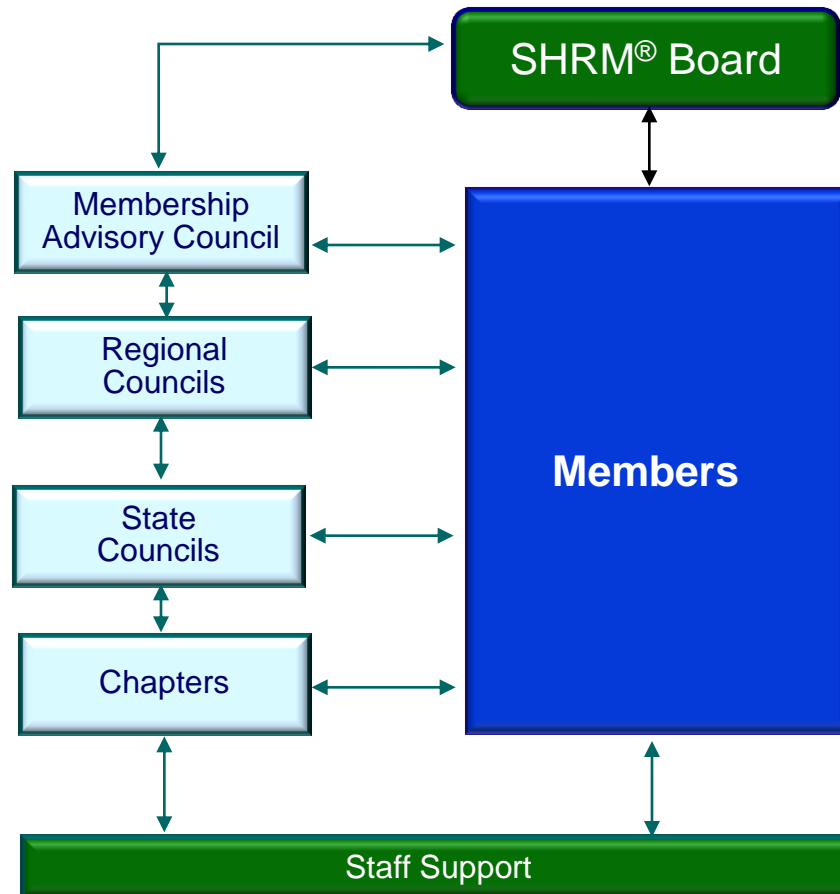
## Overview

- The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management.
- Founded in **1948**, SHRM currently has more than **575** affiliated professional chapters and **400** student chapters.
- SHRM headquarters is in Alexandria, VA.
- SHRM has more than **250,000** professional and student members in more than **140** countries.
- SHRM has over **350** staff members and more than **7,000** volunteer leaders!
- Visit SHRM Online at [www.shrm.org](http://www.shrm.org)



# About SHRM

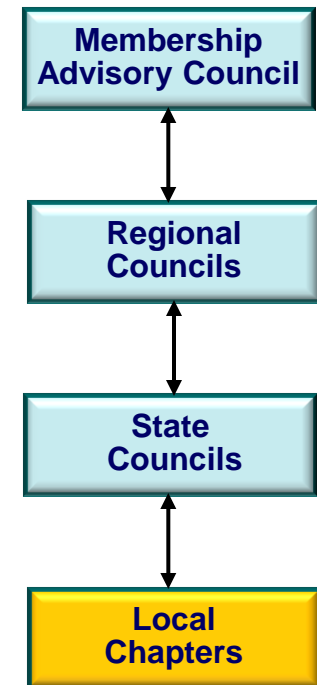
## SHRM's Volunteer Leadership Structure



# CDHRA

## SHRM Local Chapter Affiliates

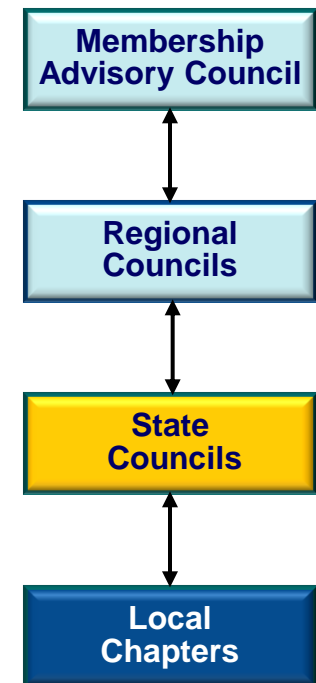
- CDHRA is one of a network of 575 affiliated SHRM chapters
- CDHRA serves to provide local networking and professional development opportunities for our members
- Each chapter reports to into a State Council; our chapter president is our representative to the State Council



# ND SHRM

## SHRM State Council Affiliates

- Each state is governed by a state council with a state council director (John Friend), who reports up to a regional council.
- Our State councils typically hold meetings at each chapter throughout the year to discuss issues and challenges, pending legislation, the HR profession, and how SHRM supports these.
- State councils engage in activities that raise the visibility and credibility of the HR profession and SHRM in the state.



# ND SHRM

## State Information

Website: <http://nd.shrm.org/>

President: John Friend, PHR

Chapters:

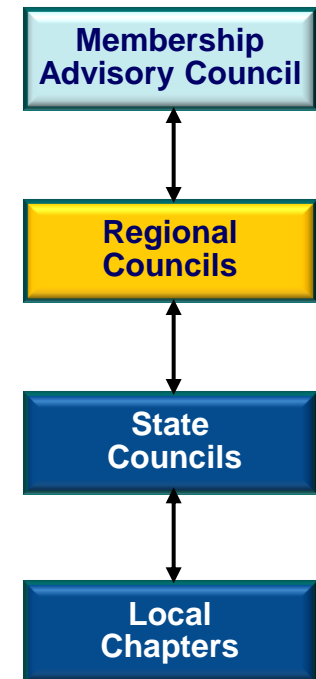
<b>Agassiz Valley, Fargo</b> Michelle Parkinson, SPHR, President	<b>Central Dakota, Bismarck,</b> Jason Sutheimer, SPHR, President
<b>Fargo-Moorhead, Fargo</b> Robyn Nugent, President	<b>Minot Area, Minot</b> Shauna Schuster, President
<b>Northeastern Dakota, Grand Forks</b> Ashley Decker, President	<b>Southwest Area, Dickinson</b> Melissa Stoltz, President



# Our Regional Council

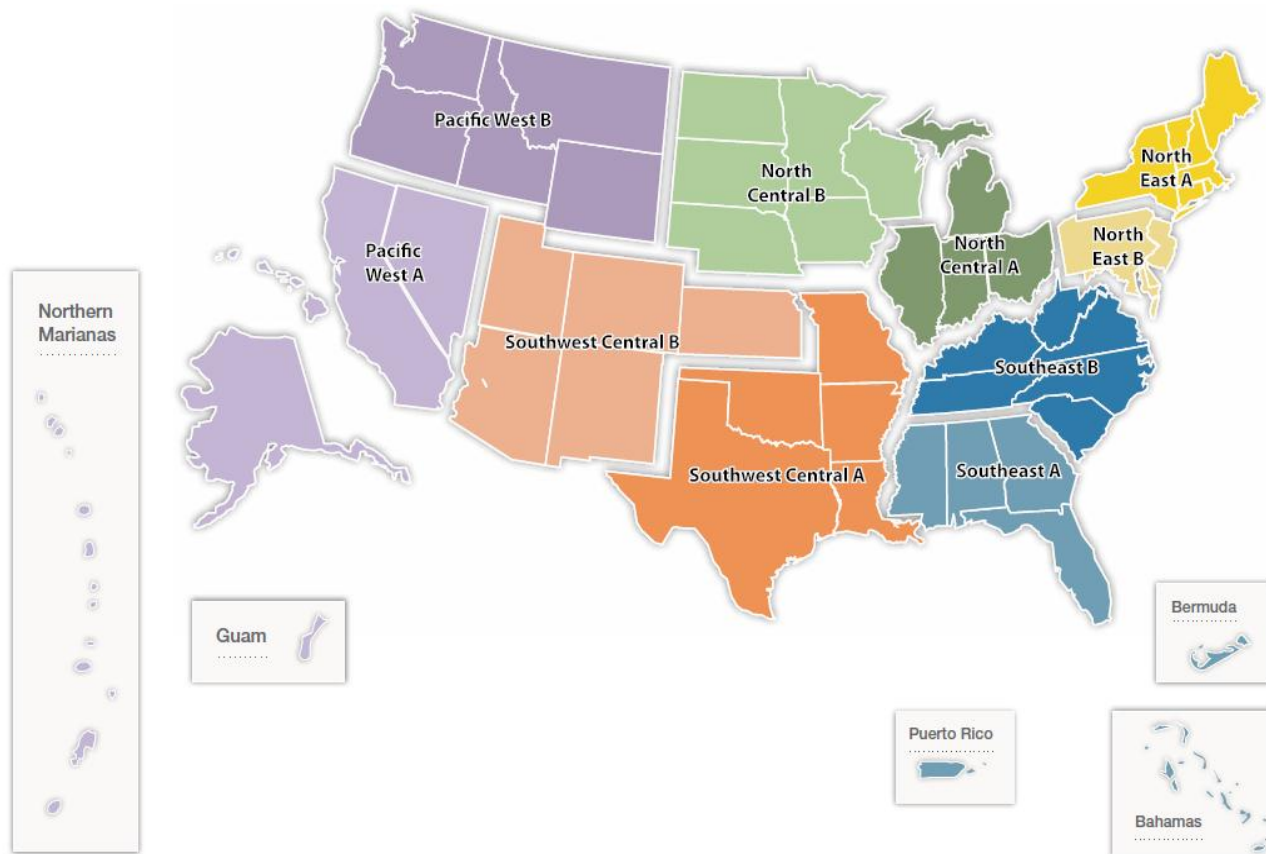
## SHRM Regional Councils

- Each of the five geographic regions in the U.S. has a regional council, composed of the state council directors.
- The regional council provides a structure for state directors and state directors-elect to work together with SHRM staff.
- Regional councils provide guidance and assistance to state councils and chapters.



# North Central

## SHRM's Five Geographic Regions





# SHRM Staff – Regional Teams

## North Central Regional Team



### **Martha Ramirez, SPHR**

Director, Western Region &  
Field Services Director – North Central Region  
IL, IN, MI & OH

[Martha.Ramirez@shrm.org](mailto:Martha.Ramirez@shrm.org)

### **Nancy Conway, SPHR**

Field Services Director – North Central Region  
IA, MN, ND, NE, SD & WI

[Nancy.Conway@shrm.org](mailto:Nancy.Conway@shrm.org)

### **Kristine Hofmann**

Regional Administrator –  
North Central & Southwest Central Regions

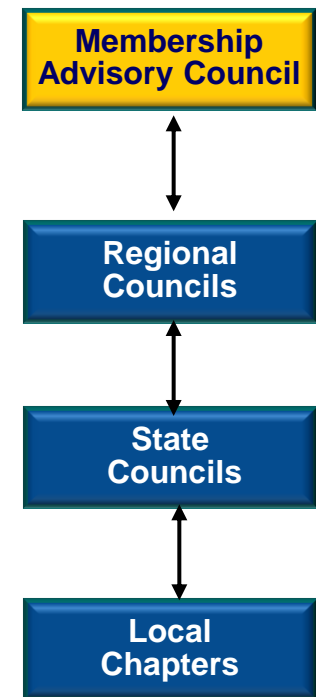
[Kristine.Hofmann@shrm.org](mailto:Kristine.Hofmann@shrm.org)



# SHRM Membership Advisory Council

## MAC

- The MAC is composed of five elected volunteer representatives (Donna Rogers), one from each of the regions.
- Serves as an interface and two-way channel of communication between the volunteer leaders and the SHRM Board of Directors.
- Provides input from the membership to the SHRM Board of Directors and feedback from the SHRM Board to the membership; and provides operational input to SHRM



# SHRM Board of Directors / CEO



**Bette Francis, SPHR**  
**2013-2014**  
**SHRM Board Chair**



**Henry (Hank) Jackson, CPA**  
**President/CEO**

# SHRM Core Leadership Areas (CLAs)

Seven CLAs

**Membership**

**SHRM Foundation**

**Diversity**

**College Relations**

**Certification**

**Government Affairs**

**Workforce Readiness**

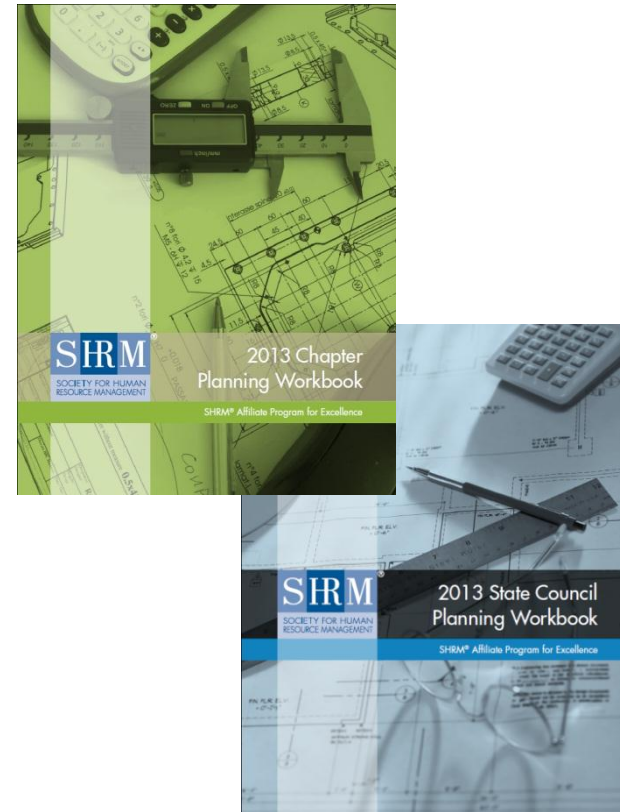


# SHRM Affiliate Program for Excellence (SHAPE)

All SHAPE resources are available on the VLRC

- 2013 SHAPE Workbook
- 2013 SHAPE Worksheet

[www.shrm.org/vlrc](http://www.shrm.org/vlrc)



# SHRM Affiliate Program for Excellence (SHAPE)

## Section I – Basic Requirements

No.	Requirement
1.1	Submit a completed 2014 Chapter Leader Information Form (CLIF) by 12/1/13.
1.2	Chapter President must be a member of SHRM during entire term of office.
1.3	Ensure that the chapter conference or other major chapter educational events (including co-sponsored programs) with greater than 200 attendees do not take place “around” the SHRM Annual Conference & Exposition. (Black out period: 6/1-30/2013)
1.4	Provide year-end financial results for period of 1/1/13 – 12/31/13. (See workbook for format)
1.5	Ensure that current SHRM “AFFILIATE OF” logo is correctly, consistently and prominently displayed in accordance with the Graphics Standards Manual for Affiliates.
1.6	Hold a minimum of four (4) chapter programming events and four (4) board meetings during the calendar year 2013.
1.7	Submit chapter’s membership directory/roster upon request for auditing by SHRM at least one time during calendar year 2013.
1.8	Review chapter’s bylaws annually and update as needed.
1.9	Chapter president will participate in at least 50 percent of state council meetings and conference calls.
1.10	Chapter is represented at the state/regional affiliate leadership conference/event if one is held.
1.11	Conduct an annual leadership transition meeting, an annual planning meeting and create/review the leadership succession plan.



# SHRM Affiliate Program for Excellence (SHAPE)

## Section II – Community-Based Chapter Initiatives

	Requirement	Due Date	Person Responsible
<ul style="list-style-type: none"> <li>Must have at least one Membership initiative plus one other.</li> <li>May have up to two initiatives per topic area.</li> </ul>	<p>In support of the HR profession and community, develop and implement strategic initiatives in Membership and a minimum of one additional topic area from those listed: College Relations; Government Affairs/Advocacy; Diversity &amp; Inclusion; Workforce Readiness; or self-defined area other than those listed prior. (Two initiatives are required for any award level. Please see the award-level definitions for the exact number of completed initiatives required for each level.)</p>		
Membership Initiative			
Other initiative Topic Area:			



# SHRM Affiliate Program for Excellence (SHAPE)

## Section III – SHRM Affiliate Engagement

No.	Requirement
3.1	Promote the SHRM Annual Conference & Exposition to chapter members.
3.2	Offer prime booth space and a minimum of 15 minutes podium time to SHRM staff if you hold a chapter-sponsored conference or event where your anticipated attendance is 200 or more.
3.3	Develop and/or maintain a current chapter web site.
3.4	Make a monetary contribution from the chapter's funds to the SHRM Foundation in 2013.
3.5	Promote HR Certification Institute certification and recertification as a means of increasing the number of certified professionals in the chapter.
3.6	Develop a plan to increase the percentage of SHRM members on your chapter board to a minimum of 30 percent throughout the duration of their terms of office.





# SHRM Affiliate Program for Excellence (SHAPE)

## Section IV – Measures of Success

The completion of all items in Section I: Basic Requirements is required for all chapters to remain in good standing with SHRM. Regardless of award eligibility, each chapter is responsible to complete and submit a year-end report verifying compliance with Section I.

### SHRM Excel Awards

Bronze Award	Silver Award	Gold Award	Platinum Award
<p>Successfully completing all requirements listed in Section 1, 2, and 3.</p>	<p>Successfully completing all requirements listed in Section 1, 2, and 3 plus:</p> <ul style="list-style-type: none"> <li>Develop and implement one additional chapter initiative in Section 2 (a total of three initiatives).</li> <li>50 percent of board members are SHRM members throughout the duration of their terms of office.</li> <li>Chapter is represented at the 2013 SHRM Leadership Conference by either the chapter president or another board member.</li> </ul>	<p>Successfully completing all requirements listed in Section 1, 2 and 3 plus:</p> <ul style="list-style-type: none"> <li>Develop and implement two additional chapter initiatives in Section 2 (a total of four initiatives).</li> <li>Chapter is represented at the 2013 SHRM Leadership Conference by either the chapter president or the president-elect.</li> <li>Achieve "Membership Star" recognition for growth of SHRM membership in chapter.</li> <li>Chapter president participates in at least 75 percent of state council meetings and conference calls.</li> <li>75 percent of board members are SHRM members throughout the duration of their terms of office.</li> <li>Chapter qualifies as a 2013 SHRM Foundation Chapter Champion.</li> <li>Serve as a resource to the community or local media on HR issues.</li> </ul>	<p>Successfully completing all requirements listed in Section 1, 2, and 3 plus:</p> <ul style="list-style-type: none"> <li>Develop and implement three additional chapter initiatives in Section 2 (a total of five initiatives).</li> <li>100 percent of the chapter's board members are SHRM members.</li> <li>Chapter is represented at the 2013 SHRM Leadership Conference by either the chapter president or the president-elect.</li> <li>Achieve "Membership Super Star" recognition for growth of SHRM membership in chapter.</li> <li>Chapter president participates in 100 percent of state council meetings and conference calls.</li> <li>Chapter qualifies as a 2013 SHRM Foundation Chapter Champion and 100 percent of the chapter board members make individual donations of at least \$25 each to the SHRM Foundation.</li> <li>Serve as a resource to the community or local media on HR issues and provide information and resources to chapter members regarding the impact of state/federal legislative issues.</li> </ul>



# Chapter Financial Support Payment (CFSP) Program

## Eligibility Criteria

SHRM pays chapters and state councils several millions of dollars each year in financial support. To be eligible for CFSP, the chapter must:

- Submit a completed SHAPE Year-End Report by 1/31 of each year and your membership roster when requested
- Meet the applicable membership affiliation requirements.
- Have a chapter president who is a SHRM member in good standing throughout his/her term of office.
- Have SHRM-approved ratified bylaws on file at SHRM.

The amount of financial support will *eventually* be tied to affiliation percentages.



# Chapter Financial Support Payment (CFSP) Program

CFSP currently pays

- \$6.25 four times a year (\$25 annually) per member for 100% chapters
- \$5 twice a year (\$10 annually) per member for non-100% chapters
- Net Gain payment rewards chapters for growth of SHRM membership during the year



# SHRM Affiliated Chapters

Chapter affiliation requirements

Five years to  
meet new  
requirements

**By 12/31/16**

**25 in-chapter SHRM members**

**and**

**51% of total chapter membership  
must be SHRM members**

[Membership in a SHRM local chapter is separate and apart  
from membership in the national SHRM organization.]



# SHRM Annual Conferences

- **Employment Law & Legislative Conference**
  - > March 10-13, 2013 – Washington, DC
- **Talent Management Conference & Exposition**
  - > April 15-17, 2013 – Las Vegas, NV
- **SHRM Annual Conference & Exposition**
  - > June 16 - 19, 2013 – Chicago, IL
- **Strategy Conference**
  - > October 1-3, 2013 – Scottsdale, AZ
- **Diversity & Inclusion Conference & Exposition**
  - > October 28-30, 2013 – San Francisco, CA
- **Workflex Conference**
  - > October 29-30, 2013 – San Francisco, CA



# Read BOOKS for Recertification Credit!

- The SHRMStore now offers a select number of HR books that have been approved for either General or Strategic recertification credit.
- Purchase your book from the SHRMStore and receive a link for an e-learning test. After reading the approved book, simply complete the online test and score 70% or higher.
- You will then receive a program ID that entitles you to 2.5 credit hours. Up to 20 total credits are available in a three-year recertification cycle.
- Visit the [SHRM Book Club](#) for a list of the approved books.



# SHRM Connect



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WHERE HR MEETS

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WHAT'S HOT

ANNOUNCEMENTS

SHRM's Social Media E-Newsletter - Sign-up Today!

By: Anne-Margaret Olsson, Jan 10, 2013 4:33 PM

SHRM's Social Media E-Newsletter is sent out the second Tuesday of each month. The newsletter provides the latest social media articles on shrm.org, special features from the SHRM Blog, SHRM Connect and more. more

Sign-up to Receive SHRM's Social Media E-Newsletter

All Announcements

FOCUS ON HR

IN THE KNOW

LATEST DISCUSSIONS

 **RE:Looking for workers competent in the 'four C...**

By: Jeff Anthony, Feb 26, 2013 9:04 AM  
Posted in: Organizational Development...

I'm afraid CEO's will be looking for quite a while to discover the workforce described in the article. In fact, it will take a substantial people investment to build that skill set. Even more daunting will be the critical role our education system must play. IMO it will require nothing less than a...

 **RE:Looking for workers competent in the 'four C...**

By: Rachel Galloway, Feb 26, 2013 1:29 PM  
Posted in: Talent Management/Training...

Hi Sara, The below are the 4 C's that the article is

OUR COMMUNITY

RECENT BLOGS

 **The WOW Factor**

By: Erica Stephan Feb 25, 2013 8:32 AM

Yesterday, my department and I were discussing some new marketing ideas to help bring awareness to financial education...

 **What is the MAC?**

By: Donna Rogers Feb 23, 2013 12:58 PM  
SHRM - North Central Regional Council

Feel free to copy anything in this blog to share with you're board and chapters?  
<http://donnarogershr.blogspot.com/20...>

All Blogs Create A Blog



# Questions?



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President

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701.328.3357

