SHRM Affiliates in DE Teleconference Notes

Thursday, March 22, 2018 – 8:30 am

Attendees: Jennifer Bagley, Aimee Boyd, Maria Clyde, Cindy Crompton-Barone, Melissa Cullen, Maribeth Dockety, Ashley Eckard, Gina Edwards, Nicole Evans, Joanne Lee, Jon McDowell, Amanda Novak, Laurie Sample

Meeting Organizer: Susan Post, Field Services Director, SHRM

Welcome & Introductions – Susan introduced herself as SHRM’s new FSD serving DE. All attendees introduced themselves including name, volunteer role and length of service as a SHRM volunteer. Susan recognized the volunteers for their time and talents and thanked them for their ongoing commitment to serving HR professionals in the state.

Current State of SHRM’s Delaware Affiliates – Susan acknowledged the resignation of Tricia Clendening as DE State Council Director. With no director elect in place, Susan noted it is up to the council to identify a volunteer to serve as interim director an fulfill the remainder of Tricia’s term. Given her long tenure with SHRM and previous FSD service of this state, and a successful practice of other councils in this situation, Susan reached out to Bette Francis (former NJ state council director) and Frank Ingraham (past DE state council director.) Susan shared that Frank would be honored to serve in the role through 12/31/18 if the council was in favor of his return. After much discussion, Jon McDowell made a motion for Frank Ingraham to serve as interim state council director through 12/31/18. The motion was seconded by Amanda Novak and unanimously approved.

Open Discussion – all attendees had the opportunity to share their thoughts and ideas regarding the current state of affairs in Delaware. After much discussion, it was agreed that there are three items that the council must address moving forward:

1. Succession plan for 2019 and beyond
2. Review of current strategic plan to ensure continued collaboration efforts between the three entities
3. Explore the feasibility of creating a single state-wide SHRM chapter (following the RI State Chapter model) to combine efforts of the three entities into one

Opportunities & Next Steps – Susan agreed to reach out to Frank to update him on the meeting results. Upon his anticipated acceptance of this interim role, future meeting dates and times will be established, with consideration given to the existing conference call schedule already in place.

Adjourn – Susan thanked the volunteers again for their service and the meeting was adjourned.