

Date: September 11th, 2019

Call to Order: Karen Burk, the VP of SHRM, opened the meeting at 5:04 pm.

Announcements: There is a career fair in October. The SHRM National Reimbursement form is due today.

Attendees:

Regina Ntow Saisie

Sarah Whitaker

Doug Averill

Brandon DeBruine

Harleigh Jones

Josie Hartman

Owen Ward

Kaitlyn Mayfield

Dylan Freeman

Alicia Eloisa

Amber Raygor

Fernanda Waddle

Gabi Rutherford

Karen Burk

Irma Salazar

Agenda: Amber Hemphill from Vizient Manufacturing Solutions spoke on *Connecting Job Assessments to Compensation*. She believes it is important for those in HR to have a good business acumen, which is knowing how to make the business successful. She is a big proponent

of work-life balance. She talked about how in her experience, the day to day HR can be unpredictable. Amber asked the question, “Is it possible for a company to have fair and equitable compensation across an entire organization?” She believes it is possible, but organizations have to have a formal structure in order to stay on top of it in order to keep it fair and equitable. Amber also asked, “What is needed for an organization to show employees that fair and equitable compensation exists?” She went on to describe how a team is normally working on building a compensation structure. A compensation structure includes pay grades, jobs, and levels within each job. Compensation structures must be maintained by assessing employees. Assessments can be done through performance evaluations and skills assessments. She believes assessments should be done at least twice a year. Vizient Manufacturing sets goals at the beginning of the year and uses the SMART technique. They also use a skill assessment that shows what the employees should be able to do, what they are able to do, and what they are coming in knowing. They do this to avoid litigation and increase engagement. She recommends for us to watch “Who’s Sinking Your Boat” and “Why is Your Boat Still Sinking?” by Bob Kelleher.

Meeting Schedule:

Monday, September 23rd: Guest Speakers: Panel of HR Alumni from R.I. Arsenal

Wednesday, October 9th: Organizational Planning and Officer Nominations Due for Spring 2020

Monday, October 21st: Guest Speaker: Sara Pasha from Rhythm City Casino

Wednesday, November 6th: Guest Speakers: Mandy Parchert and Jake Tweedy from HON Company and Start of Officer Elections

Monday, November 18th: SHRM Game Night and New Officer Announcement