Advisory Board of Directors Meeting Summary

Fall 2017

Meeting Attendees:


**FSU Faculty:** Darren Brooks, Pamela Perrewé

**Thursday, October 19th**

FSU CHRM board members, spouses, and invited guests began our fall meeting by gathering together at the Lauderdale Yacht Club. The club which was founded in 1938, sits along the scenic Intracoastal, provided the perfect venue to socialize and connect with each other in a relaxed atmosphere. It was a memorable way to start the fall 2017 meeting.

**Friday, October 20th**

The board meeting attendees were twenty-eight business professionals and members of the FSU faculty. The morning kicked-off with a continental breakfast hosted by Ryder System and FSU-CHRM board member Frank Lopez. Thank you Frank and Sandy!
Tom Shea, Board Chair, and Renegade, board mascot, called the meeting to order. The meeting began with each board member and guest introducing themselves and providing a professional update including challenges and successes they and/or their organization have recently experienced. Sharing experiences provides an opportunity for members to exchange professional insights and learn from each other.

The meeting then moved into the business update. Darren Brooks, CHRM Executive Director, shared the center activities and achievements since the April 2017 meeting. Next, the center budget was presented along with a six-year historical review of the budget and the importance of member dues and generating additional funding sources. Member annual dues were confirmed to be $1,000. In addition, to align with the practice of other college of business centers, board members will commit to a 3-year, renewable term. Active and dues paying members interested in continuing to serve with the center will agree to a subsequent 3-year term. To coincide with the term duration, members will receive a pledge form indicating their intent to pay the annual due over the 3-year term. The pledge commitment will allow the center to better forecast due related revenue and leverage the infrastructure of the FSU Foundation to assist with dues notification and processing. The business meeting concluded with a call for four volunteers to assist in the development of bylaws for the center to put in necessary structure and governance around the advisory board of directors. Members expressed enthusiasm around the direction the center is heading.

Pam Perrewé, Associate Director for CHRM Research, gave an informative update on several research projects led by FSU graduate students and faculty. The members had great interest in recent findings on pregnancy discrimination and the effect on the health of an unborn child. Pam also shared some findings of a recent study on perceptions of gay and lesbian leaders. Members continued to offer additional suggestions of research areas throughout the day.

Prior to lunch, board members Suzanne Calfee and David Faulkenberry presented on the topics of change management and employee engagement. Suzanne’s presentation focused on the change management and implementation practices developed by Kaplan due to their recent acquisition by Purdue University. David Faulkenberry discussed employee engagement practices at FBMC and as well as how his firm advises client organizations to leverage employee benefits to engage employees.

After lunch, our host, Frank Lopez discussed the history and operations of Ryder System. The highlight of the presentation was a video showing truck mechanics rebuilding a truck destroyed
by explosives and road spikes. Frank also offered a virtual tour of a Ryder warehouse via two virtual reality headsets.

Next, board member Janet Wincko presented City Furniture’s approach to talent management and succession planning. Board members were engaged in the discussion as many of the organization’s represented at the meeting are dealing with succession planning for their executive teams.

The professional member-student mentor program pilot was introduced by Darren Brooks. Beginning January 2018, volunteer members will be paired with an FSU-SHRM student to mentor over a 10-week time period. Volunteers were requested to participate in the spring pilot with full implementation taking place in fall 2018. Additional student development and academic program updates were also provided by the Executive Director. Particularly, the interest in growing internship and placement opportunities for HRM students, as well as the latest update on students preparing to take the SHRM-CP exam and the MBA-HRM specialization program.

Tom Shea and Darren Brooks concluded a productive meeting by inviting members to participate in the traditional group photograph. More information will be forth coming on volunteer needs for the bylaws development committee, student internship needs for the summer, and topic ideas for the spring newsletter.
Thank you to all of our board members and guest for your support and commitment to the center. Go Noles!