



COLLEGE OF BUSINESS
DEPARTMENT OF MANAGEMENT
Center for Human Resource Management

**Advisory Board of Directors Meeting and
ASK-eXchange Conference Summary
Spring 2019
Tallahassee, Florida**

Meeting/Conference Attendees:

Board Members and Guests: Kurt Adler - Northern Trust; Linda Bond Edwards – Rumberger, Kirk, and Caldwell; Angela Sterley – Rumberger, Kirk, and Caldwell (Guest); David Faulkenberry – FBMC; Corey Heller – UA Brands; Myrna Hoover – FSU Career Center; Jo Carol Rutherford – Free Agent; Tom Shea – Right Management; Janet Wincko – City Furniture; Mitch Kramer – Octagon Professional Recruiting; Frank Lopez – Ryder System, Inc.; Fran Luisi – Odgers Berndtson; Kelly McLaughlin – FSU & Big Bend SHRM; Dan Coughlin – The Coughlin Company (Guest)

FSU Faculty/Staff: Darren Brooks, Pamela Perrewé, Gang Wang, Jerry Ferris, Chad Van Iddenkine, Shanna Daniels, Sam Paustian-Underdahl, Deborah Armstrong, Lance Kerwin, Chelsea Vaughn

FSU Student Leaders: Julia Crawford (student SHRM President); Mia Thomas – Graduate Assistant, Sarah Mundt – Graduate Volunteer

Wednesday, April 10th Advisory Board of Directors Meeting

Several of our FSU CHRM advisory board members kicked off two-day event by speaking to several classes on Wednesday morning. Janet Wincko, Jo Carol Rutherford, Mitch Kramer and Fran Luisi spoke to four classes sharing their experience, insight, and wisdom to FSU students. Thank you to Dr. Shanna Daniels, Dr. DJ Steffensen, and doctoral students Sam Jordan and Joshua Palmer for opening up their classrooms to our members. This is always an enjoyable experience for students, faculty, and presenters.

Board chair, Janet Wincko, convened the board members at 1pm at the FSU Career Center by calling board meeting to order. Associate Dean, Dennis Cradit, provided an update on the status of college programmatically and facilities emphasizing the continuing rise in national rankings of our college. CHRM Executive Director, Darren Brooks, gave a business and budget update. The Center continues to diversify its funding





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sources. Largely driven by recent work in executive education and donations from key corporate partners, the CHRM is in its best financial position in more than 15 years. Diversifying our funding is an important step forward as it allows the center to meet its core mission of supporting student developmental opportunities and faculty research. Additionally, while Sarah Green was unable to attend the meeting, she is this year's recipient of the \$2,000 Kirk Bell scholarship for her academic achievement and service with the SHRM chapter.

We concluded the advisory board meeting with committee breakout sessions to allow our Student Development & Engagement and Member Recruitment committees to brainstorm ideas to implement in the coming academic year. Thank you to our committee chairs – Jo Carol Rutherford (student development & engagement) and Mitch Kramer (member recruitment) for your work in leading these committees.

Wednesday afternoon we were fortunate to have leadership speaker, Dan Coughlin, lead a session on Strengthening Leadership Excellence. This interactive session walked attendees through a series of activities oriented toward identifying and harnessing “your” core leadership purpose in order to influence positive change in your life and organization.

We conclude day one of our spring meeting by gathering together at a Tallahassee (and now board member) favorite...Table 23. A self-proclaimed “polished casual” southern porch table and bar, the venue, weather, collegiality, and food were the perfect way end a productive day.



Thursday, April 11th

ASK-eXchange (Advisory Board Member-Student Knowledge Exchange Conference)



The purpose of the spring meeting was to foster stronger connections between board members and students. Day two comprised three conference style concurrent panel sessions for members to share their perspective on key topics in the HR field. The sessions were facilitated by student SHRM officers. Their preparation for the morning panels was evident as they did an outstanding job managing the sessions. Thank you to students Reid Elmore (Future of HR),



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Julia Crawford (HR Analytics), and Cody Reed (Professional Networking) for your hard work in making the panels a success. The panelists for each session are listed below.

Future of HR

Facilitator: Reid Elmore

Panelists:

- Janet Wincko
- Frank Lopez
- Jo Carol Rutherford
- Angela Sterley

HR Analytics

Facilitator: Julia Crawford

Panelists:

- Corey Heller
- David Faulkenberry
- Mike Estrada
- Lance Kerwin – FSU Faculty

Professional Networking

Facilitator: Cody Reed

Panelists:

- Myrna Hoover
- Mitch Kramer
- Tom Shea
- Kurt Adler
- Fran Luisi

During the lunch break, students were able to network and share information about their career interests and background with board members.

The afternoon session was a case competition amongst student five student teams, who were each assigned two board member “coaches” to assist them in analyzing the performance issues and develop recommendations for



improvement. Teams were provided the case the day before and were given 1 hour to work through the case and come up with their solution. Teams were required to present their performance analysis and recommendations to an esteemed panel of judges – Dr. Dave King, Dr. Pam Perrewé, and Dr. Deb Armstrong. While the teams were deliberate and focused in how they approached the

competition, the main value was the contact with and learning from the member “coaches”. All the judges agreed that the teams did a wonderful job in presenting solutions. Thank you to all the coaches for sharing your guidance with students. Feedback I received from students was they wished this session was longer as they gained tremendous value from the activity. Janet Wincko and Darren Brooks adjourned a packed and productive two-days.





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Additionally, I want to acknowledge our MBA graduate students, Mia Thomas and Sarah Mundt, for their tremendous assistance over the two days as well as their efforts in helping me plan for the meeting. Thank you also goes to some of our local partners – Maple Street Biscuits, Waffle House, and Texas Roadhouse for sponsoring breakfast and lunch on Thursday. No one walked away from the day hungry!



Lastly, a final thank you advisory board members and guests for your continued support and commitment to mission of the CHRM. We could not do what we do without you. Have a great summer and we will see you in the fall.

Go Noles!