



Meeting Minutes
February 13th, 2025
Meeting was virtual via Zoom

Icebreaker – There was no icebreaker – instead we held the Swearing In of Officers for 2025:

President – Matt Nelson

VP of Membership – Miranda Johnson

Past President – Tiffany Phillips

Treasurer – Julie Rydl

Secretary – Lynn Barbier

Emerging Professionals – Maggie Carbaugh

Education – Kacey Reicks

Foundation – Kylie Suda

Technology – Annette Marsalli

Diversity – Brittany Rummelhart

Julie Moss, former State Director read the oath for the new officers.

Thanks for volunteering and Welcome Aboard!

Sharing of Accomplishments, Celebrations and Job Opportunities –

- 3 jobs listed currently on the CySHRM website.
- Mary Greeley – Recruitment position

Minutes – Lynn Barbier

The January Secretary's report was attached to the meeting Reminder.

Motion by Miranda Johnson, Michelle Price seconded.

Financials – Treasurer's Report – Julie Rydl

Approval is for November, December and January Treasurer's Report which was attached to the meeting Reminder.

Motion by Kacey Reicks, Jessica Schroeder seconded.

Committee Reports

- Membership – Miranda Johnson
 - February 28th is the target date for membership forms to be turned in.

- Emerging Professional – Maggie Carbaugh
 - Save the Date! March 26th 5:30-6:30pm Student Chapter Networking Event

- Education – Kacey Reicks
 - Most months are filled for Speakers – Kacey is working on a September speaker.
 - Iowa Community Colleges Certification Classes:
 - North Iowa Area Comm College (NIACC) – starts 2/20 through 5/22/25
 - Congratulations to anyone that has passed their certification exam!
 - Today's program is approved for SHRM credit.
 - QR code for certificates – the link is in Chat available at the end of the meeting.
 - **Reminder** – Anyone interested in taking the SHRM exams:
 - Here is the website with the deadlines:
<https://www.shrm.org/certification/apply/exam-windows-and-fees>

- Foundation – Kylie Suda

- Technology – Annette Marsalli
 - Please continue to send job postings to cycloneshrm@gmail.com.
 - There are a few new job postings on our website.
 - If you have trouble viewing the website – clear cache and cookies.
 - Continue to look at our website for news updates. All virtual meetings have been recorded and stored under the Resources tab on our website.

- Diversity – Brittany Rummelhart
 - **Holidays:**
 - Black History Month
 - American Heart Month
 - 2/1-National Freedom Day
 - 2/2-Groundhog Day (6 more weeks of winter)
 - 2/2-Wear Red Day (support of women's heart health)
 - 2/7-National Girls and Women in Sports Day
 - 2/10-Lunar New Year
 - 2/13-Shrove Tuesday or Mardi Gras
 - 2/14-Valentines Day
 - 2/19-Presidents Day
 - Everyone is evaluating DEI in their workspace now with the new administration and executive orders. SHRM has been following closely and highlighting their statement “do not abandon but evaluate and evolve. It is about legal, equal opportunity for all”. I attended a SHRM webcast on 1/29 around navigating the two DEI EO's, and there were over 32,000 attendees. Just a reminder we are all looking for guidance together and I highly recommend staying up to date on this with SHRM.

- They did record that webcast, there is a lot of information to be had, and I encourage you to watch as well as download the slides as they detail what the orders are and how your business may be impacted. You can find it in the webcasts section on SHRM's site "Navigating the Two DEI Executive Orders: Merit Based Practices and Belonging in the Evolving Policy Landscape".

New Business Announcements

- Shannon Thiele from Ames Regional Alliance: Short HR Survey to help better understand workforce trends in the region.
- Make sure you turn in your CySHRM membership forms by February 28th!

Old Business

National SHRM Members – check out SHRM.org there are some great interactive tools that have been improved. For example, there Employee Benefit Surveys, COBRA Notices and more!

Business meeting adjourned.

Program Presenter Shannon Johnston, Owner, True HR

Topic *Pitch Perfect: Crafter Your Power Statement with Confidence*

Next Month's Topic *Cracking the Culture Code: How to Build a Healthier, Higher Performing Culture*
Presented by Devin Hughes, Founder of Devin C Hughes, Inc.

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, March 12th and it will be VIRTUAL.

Can't wait to see you there!