College Relations

Future State: 2016 and Beyond – some perceptions and beliefs

Perception on the PacWest that NHRMA doesn’t want to play well with the rest of the region, NHMRA is not supportive and doesn’t participate nor offers opportunity to participate

Important to remember that student chapters are affiliates of SHRM, not NHRMA

Purpose of having the students is to provide info, networking opportunities, development so they can get their first job in HR, being exposed to more states, people, etc. That is what the PacWest regional conference is about. Every state has the same financial issues to attend the conferences depending on where they are, not specific to NHRMA Region

Do chapters and SC have funds available to support the student chapters?

Important to partner with the advisors and build the relationships for long-term success and collaboration for the benefit of the students

Who is running the show? Advisors have been running this over the past few years –clarify roles

SHRM Student Conference – what has been the participation? CA, NV, ID,

(MT/WY don’t participate in case competition), occasionally Hawaii may participate

2014 conference was the best we had – we outranked all the other conferences

When SHRM has the conference in the NHRMA Region we partner with them, when not we can then support the students to go to the NHRMA PacWest

Questioning why the NHRMA Student conference is under such scrutiny. It could be said the same of the impact that the NHRMA conference has on regional members attending the SHRM Annual Conference

Perception that CA always wins, so why bother?

oGeneral style of the conference – increasing # of teams from 16-28, doing the virtual case competition in advance vs the day of, one-on-one mentorship, presentation by a Young Professional, keynote speaker Jon Petz and leadership/transitioning

oNHRMA pays full cost of attending SHRM conference, SHRM pays $2,500 to the winners

oAre we doing what is in the best interest of the students?

oMaybe next year we can support students to get to the SHRM Student Conference so they can get their merit award points

oSHRM’s requirements is that they need to send the student president or representative, not to compete. We could sponsor a student from each student chapter similar to the SC or chapters sending one rep to the Leadership Conference

oRisk of non-renewal of affiliate agreement with SHRM because of the role of the student conference

oSHRM has dropped the ball sometimes in our region, same in 2014, we have had that 3 times. SHRM needs to make some commitments with us, we have history and past experiences that have not been totally positive, need to find a date that works for the schools in our region.

oAdvisors – if we cannot support a student conference, how can we support the students. NHRMA conference is a good way in which to achieve that

oTimeline – end of February

oDates: SHRM needs to plan for date that works for most – this year the date of the conference is during finals week for our schools

oImproved service to students – need to determine

Do something at each school?

Option to send the students to any of the student conferences

oActions include forming a committee led by Ophelia with CR Directors for the 3 states, get input from advisors and buy-in, help them understand the intent, commitment to participate and what can NHRMA do for them