

SHRM Board of Directors Meeting Summary: June 22, 2024

A meeting of the Board of Directors of the Society for Human Resource Management (SHRM) was held on Saturday, June 22, 2024, in Chicago, IL

At its meeting, the Board:

- Met in Executive Session, where SHRM President and CEO, Johnny C. Taylor, Jr., presented the CEO Briefing.
- Received a report from the Chair of the SHRM Board Audit Committee on the business conducted at the February 16, 2024, meeting of the Committee. At that meeting, the Committee: (a) reviewed and approved the minutes of February 16, 2024, meeting of the Committee; (b) provided financial updates as of April 30, 2024 (c) reviewed the 2023 external audit annual plan and 2023 990; (d) discussed the investment portfolio (e) discussed and approved the investment policy statement; (f) discussed and approved the investment committee charter; (g) information technology update.
- Received a report from the Chair of the SHRM Compensation & Organization Committee on the business conducted at the June 3, 2024, meeting of the Committee. At that meeting, the Committee (a) approved February 16, 2024, committee meeting minutes; (b) reviewed the compensation & organization committee planning timeline and charter; (c) approved the Annual Incentive Plan; (d) reviewed and discussed employee engagement survey results; and (e) reviewed Q3 meeting agenda.
- Received a report from the Chair of the SHRM Board Governance Committee on the business conducted at the June 3, 2024, meeting of the Committee. At that meeting, the Committee (a) approved minutes of the February 16, 2024 committee meeting; (b) reviewed SHRM Bylaws about board composition (c) approved a motion to appoint SHRM Inspectors of Voting; (c) discussed board search update; (d) approved a motion to revote on size of 2025 board; (e) discussed CEO assessment; (f) discussed Q3 board development session; (g) discussed the 2025 Chair designate process; (h) reviewed board of directors election timeline (i) reviewed agenda for the special meeting of the board of directors; and (j) reviewed the Q3 meeting agenda.
- Received a report from Chair of the SHRM Strategy Subcommittee on the business conducted at the May 20, 2024, meeting of the Committee. At that meeting, the Committee received updates on the execution of the current strategy that would be presented to the full board at the June meeting.
- Andy Biladeau, SHRM's Chief Transformation Officer, provided an update on the strategy execution, focusing on the primary transformation initiatives completed in Q1 and Q2.

- Received a Financial Report & Quarterly Update from SHRM CFO, Jane Hadley on financial statements through April 30, 2024.
- Received an update from Wendi Safstrom, President of the SHRM Foundation on the organization's work. The presentation focused on SHRM Foundation's continued effort to build capacity, establish critical infrastructure, and implement program evaluation strategies.
- Received an update from Mike Aitken, Executive Vice President of HR Professional Solutions on the successful launch of the SHRM Volunteer Leader Affiliate Playbook. The MAC also shared the results of this year's spring survey, developed with the assistance and support of SHRM's Market Research department.
- Following a brief recap of the meeting, the board requested updates on several key initiatives, including Linkage and the CEO Academy, CEO Action, SHRM Labs, and a presentation on the Voice of the Customer (VoC) strategy and measurement.

After meeting in Executive Session, the meeting concluded.