SHRM Board of Directors Meeting Summary: November 22, 2024

A meeting of the Board of Directors of the Society for Human Resource Management (SHRM) was held Friday, November 22, 2024, in Washington, DC.

At its meeting the Board:

* Met in Executive Session, where SHRM President and CEO, Johnny C. Taylor, Jr., presented the CEO Briefing.
* Approved the Motion for the 2025 Annual Operating Budget.
* Approved the Motion for Standing Committee Proposals

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* Acknowledged outgoing Board Members Melissa Anderson and Mandy Woulfe who will complete their board service on December 31, 2024. Also acknowledged and welcomed newly elected board member MaryJo Charbonnier from Kyndryl, Inc. and Marlon S. Sullivan from Johnson Controls, LLC who will begin their official board service on January 1, 2025.
* Received a report from the Chair of the Audit Committee on the business conducted at the November 7, 2024, meeting of the Committee**.** At that meeting, the Committee: (a) reviewed and approved the minutes of the September 20, 2024, meeting of the Committee; (b) reviewed the Investment portfolio update; (c) received a presentation from SHRM CFO, Jane Hadley on October 31, 2024, financial statements. (d) reviewed and approved for recommendation to the full board the 2025 Annual budget
* Received a report from the Chair of the Compensation & Organization Committee on the business conducted at the November 8, 2024, meeting of the Committee. At that meeting, the Committee: (a) approved minutes of September 20, 2024, Committee meeting; (b) conducted an Executive Compensation review (c) review Annual Incentive Plan Framework/Workforce Summary (d) reviewed 2024 AIP results and recommendations; (d) reviewed SHRM 2024 Pulse Survey results (e) reviewed the Q1 2025 meeting agenda
* Received a report from the Chair of the Governance Committee, on the business conducted at the November 8, 2024, meeting of the Committee. At that meeting, the Committee: (a) approved minutes of September 4, 2024 Committee meeting; (b) received update from Chair Clark, on BOD Q3 Executive Development Session (c) received an update on the 2025 Board election results; (d) received a review from Chair Clark on Board Leadership Process; (e) discussed key processes for review (f) discussed 2025 board assessments (g) reviewed the Q1 2025 meeting agenda.
* Strategy Subcommittee Chair, Melissa Anderson reported on the meeting conducted on October 30, 2024.
* Following Ms. Anderson’s, report, SHRM Chief Transformation Officer, Andy Biladeau provided a quarterly strategy update, highlighting the next phase of organizational transformation and key strategic initiatives through 2027.
* Received a report from SHRM CFO, Jane Hadley, who provided an update on financials as of September 30 and the 2024 year-end projection.
* SHRM Executive Vice President, Mike Aitken, presented an overview of the Volunteer Leadership Business Meeting (VLBM). Mr. Aitken also provided an update on current, incoming, and outgoing Membership Advisory Council (MAC) members. The MAC presented their fall report.

After meeting in Executive Session, the meeting concluded.