# Mission

The purpose of Angelo State SHRM shall be to:

A. Build and sustain partnerships with human resource professionals, governmental, and non-governmental organizations, businesses and academic institutions to address people management challenges.

B. Provide a community for business related majors to share expertise and create innovative solutions on people management issues.

C. Provide thought leadership, education and research to all students in fields related to business and human resources.

D. Serve as a campus clearinghouse for information pertinent to students, faculty, and staff interested in Human Resource Management.

# Vision

Angelo State SHRM will be a major organization on campus with high participation dedicated to the professional growth and enrichment of members and non-members alike.

# Values

* Professional connections with area human resource professionals, businesses, and organizations.
* Facilitation of educational discussion pertaining to current HR issues.
* Supporting the community through programming and giving back.

# Organizational Chart



# Goals

* Apply for and achieve the *Outstanding Student Chapter Award* from SHRM for academic year 2014-15.
* Reach and maintain active membership of 20 or more students, including at least ten graduate and ten undergraduate students, by March 2015.
* Increase meeting attendance to 80% of current active membership.
* Field undergraduate and graduate case teams to compete at the 2015 SHRM Southwest regional student conference.
* Fund at least 50% of the cost of attendance for all students who attend the 2015 SHRM Southwest regional student conference through Angelo State SHRM fundraising activities.
* Improve effective internal and external communication practices by the end of the fall semester through the establishment of an Angelo State SHRM website, active management of the Angelo State SHRM Facebook page, and distribution of a monthly newsletter to active members.
* Establish an effective three-tier mentorship program linking undergraduate students, graduate students, and regional human resource professionals through Concho Valley SHRM not later than March 2015.

# General Operational Strategy

* Angelo State SHRM is a student-led organization. Effective management of the chapter is provided by an executive committee, consisting of the President, Vice President, Secretary, Treasurer, and Liaison Officer, whose duties are defined in the organizational charter and bylaws. Organizational goals and plans for accomplishing those goals are determined by the executive committee during weekly meetings and voted on by the at-large membership during monthly meetings. Plans are executed through committees, headed by executive committee members in accordance with the organizational chart above. All organizational members have the opportunity to actively contribute to decision making and the execution of Angelo State SHRM activities by active participation on committees, through service-work projects, by volunteering to present at monthly chapter meetings, through attendance at Angelo State SHRM or other organizationally sponsored events on or off campus, through the Southwest regional student case competition, and/or by attending Angelo State SHRM chapter meetings, professional chapter meetings, and regional or national SHRM conferences.

# Plan (By Goal)

# Schedule

## August 2014

* **8/28/14: Executive Committee Meeting**
  + Review/Modify Bylaws & constitution
  + Review Operating Plan
  + Review Schedule
  + Review Budget
  + Early recruiting strategy
  + Display case update

## September 2014

* Fall Recruiting event
* **9/4/14: Chapter Meeting – Assurance of Learning brief**
  + Vote on chapter documents
  + Notification of Dues
  + Contact information update

## October 2014

* Community outreach project
* Educational program – topic?
* First edition of Newsletter
* Website up & running
* Case team initial volunteers

## November 2014

* Student Programs (guest September or event)
* Educational program #2
* Case team lock-in date (with alternates) / start case studying
* Food drive: community activity

## December 2014

* Holiday Party (offsite)
* SHRM Foundation Scholarship brief
* Resume book to CVSHRM
* Elections?

## January 2014

* Educational Program

## February 2014

* Educational program
* Community Outreach

## March 2014

* Submit papers for CSI funding for conference – hotel 30 days out – finalized list of who’s going
* Educational Program
* Executive committee succession book

## April 2014

* Case competition – student conference
* Student programs – guest speaker or event
* Educational program
* Elections?
* Year end report

# Budget

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| **Angelo State SHRM Academic Year 2014-15 Budget** | | | | |
|  | | | | |
| **Estimated outgoing** | | | | |
| **Expense** | **Price** | **Quantity** | **Total** |  |
| SHRM Regional Conference Attendance | 300-600 | 12 | 3600-7200 |  |
| End-of-year Party (April 2015) | 15 | 20 | 300 |  |
| Christmas Party (December 2014) | 15 | 15 | 225 |  |
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| **Estimated Incoming** | | | | |
| **Event** | **Cost** | **Income** | **Raised** |  |
| Brick Fundraiser |  |  |  |  |
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| Starting Balance |  |  |  |  |
| Annual Variance |  |  |  |  |
| 2014-2015 Surplus or Shortfall |  |  |  |  |