

## **BNHRC BOARD OF DIRECTORS FREQUENTLY ASKED QUESTIONS (FAQ)**

### **>> WHY SHOULD I BECOME A BOARD MEMBER?**

Volunteering your time and talents on the BNHRC Board allows you to:

- Make a difference to the HR profession and within your community!
- Use your skills and talents for good!
- Meet and network with other HR professionals in your community and across the country!
- Work for a cause you believe in!
- Help others to grow!
- Expand your own leadership skills!
- Earn SHRM recertification credits!

### **>> WHAT ARE THE REQUIREMENTS?**

In general, candidates for Board member positions must be professional members of BNHRC in good standing at the time of nomination or appointment and for the duration of the term of office (*per the [BNHRC Bylaws](#)*). Terms are for one calendar year, January 1 – December 31. The nomination and approval process occurs annually in November. December typically serves as a transition month for incoming and outgoing Board members and is when the Board conducts its annual strategic planning process. Incoming Board members are invited to participate in strategic planning (December prior to their term start). Any vacancy that occurs during the calendar year may be filled for the unexpired term by appointment of the President with the consent of the Board.

To be successful volunteer leaders, candidates should possess the following qualities:

- Leadership skills
- Creativity/innovation
- Ethical professional behavior
- Proven ability to motivate, inspire, and empower others
- Represent the values and views of BNHRC and SHRM
- Present a professional image
- Strong communication skills
- Recognized by peers
- Ability to work in teams
- Sound judgment
- History of involvement and high performance
- Ability to identify and develop future leaders
- HRCI certified or SHRM certified preferred
- SHRM member preferred (required for President, President-Elect, Director of Membership and Certification)
- Regular attendance at monthly chapter meetings and Board meetings
- HR professional experience
- Company support (financial and time)

## >> CAN YOU TELL ME MORE ABOUT THE TIME COMMITMENT?

Board members are required to regularly attend monthly Board meetings and chapter meetings. The Board typically meets in a hybrid format from 12 - 1 pm on the first Tuesday of each month. Chapter meetings are typically held on the fourth Tuesday of each month from 11:45 am – 1 pm. The time commitment outside of Board meetings and chapter meetings will vary by position, typically 2-4 hours per month and may include attendance at member networking events or SHRM events. The strategic planning process is about 3 hours each December.

## >> WHAT POSITIONS MAKE UP THE BOARD?

Officer positions include President, President-Elect, Past President, Director of Memberships, Secretary, and Treasurer. Directors of the permanent Standing Committees and Core Leadership Areas (CLAs) include Programming, Certification, College Relations, Communications, Social Media, Legislative & Governmental Affairs, Diversity, Workforce Readiness & Development, SHRM Foundation, Technology, and Board Member-At-Large. See the position descriptions for all positions on the [BNHRC Website](#).

*The position descriptions are subject to change as deemed necessary by the President and/or the Board.*

## >> HOW DOES THE BOARD COMMUNICATE BETWEEN MEETINGS?

The Board primarily communicates via email between Board meetings to address time-sensitive matters such as important updates from SHRM, timely decision making, logistics related to planning and execution of events. It is recommended to provide an email to the Board that you actively monitor throughout the workday to stay updated and provide your input as needed. The volume of emails may vary by position.

## >> HOW IS BNHRC CONNECTED WITH OTHER SHRM CHAPTERS?

The BNHRC Board is part of a larger network of SHRM volunteer leaders. BNHRC is considered a local chapter. There are several chapters across the state of Illinois. Our state council, Illinois State Council for the Society for Human Resource Management (ILSHRM), serves local chapters across the state with membership recruitment and support with adopting SHRM initiatives. The BNHRC President is a member of the ILSHRM state council Board of Directors. The state councils are grouped by regions across the country. BNHRC is part of the Northwest-Central region. See this [SHRM Volunteer Leader Structure chart](#) for a visual representation of the structure.

## >> HOW DO I APPLY FOR A BOARD MEMBER OPENING?

- Visit [www.bnhrc.org/board](http://www.bnhrc.org/board) to learn more about current opportunities.
- If you are ready to apply for a Board position, please complete the [Board Member Application](#).
- Questions? Contact [president@bnhrc.org](mailto:president@bnhrc.org) or any current Board member to learn more.