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August Meeting Recap*

Welcome back to SETN SHRM! After taking the month of July off, we are back and ready for more learning and networking!

We kicked off the second half of the year better than ever for our August meeting with Dr. Kelly Drummond, current Director of Human Resources for the City of Knoxville, who brought her dynamic insight, real-world expertise, and a passion for leadership that left attendees recharged and ready to lead with impact. Through interactive case studies, practical tools and real-world examples, attendees explored how HR leaders can move from unconscious bias to intentional strategy, to build a more inclusive future-ready workplace that transforms age diversity into a powerful force for growth, retention, and innovation. This session did not disappoint!

THANK YOU TO OUR AUGUST MEETING SPONSOR!



Due to the overlapping timing of the 2025 HRTennessee Conference & Exposition, our SETN SHRM September Meeting was canceled.

****Due to our third-party vendor requirements, SETN SHRM requires meeting registration and/or cancellation at least three (3) days prior to our General Meetings by emailing admin@setnshrm.com. Cancellations received within the three (3) days prior to the meeting will not receive a refund. Thank you for your understanding and for your support of SETN SHRM!***

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October 14, 2025 General Meeting

Workforce Development Panel: Practical Solutions for Today's Talent Needs

Chattanooga State, Classroom 1085
4501 Amnicola Highway
Chattanooga, TN 37406

Join us for a dynamic panel on workforce development! Hear from local leaders as they share practical strategies on apprenticeships, training programs, hiring, and career pathways—insights HR professionals can put into action right away. This panel will give you concrete ideas and partnerships to support your organization's talent pipeline and help our region remain competitive.

Chattanooga State Apprenticeship Manager

Will share how apprenticeships can be simple, cost-effective, and successful in all workplace settings—including professional office environments.

University of Tennessee at Chattanooga Workforce Development

Will highlight training opportunities designed to upskill and strengthen the local workforce.

Komatsu HR Representative

Will provide insights into recent workforce development initiatives and lessons learned from implementation.

Shaw Industries Talent Acquisition

Will discuss career development and real-world hiring strategies and the variety of positions they're filling to meet evolving workforce needs.

Meet Our Panel



Austin Corcoran, Associate Director for Programming
UTC Center for Professional Education



Pam Gitta, Apprentice Manager
Chattanooga State Community College



Jeremy Basham, Field HR Representative
Komatsu



Sarah Whitney Abernathy,
Early Careers Manager
Shaw Industries

Recertification Credits

SHRM 1.0; HRCI 1.0



REGISTER NOW!

Our mission is to develop and serve the HR professional and advance the profession through education, thought leadership, certification support, community and advocacy to enhance the practice of human resource management and the effectiveness of local professionals in the organizations and communities they serve.

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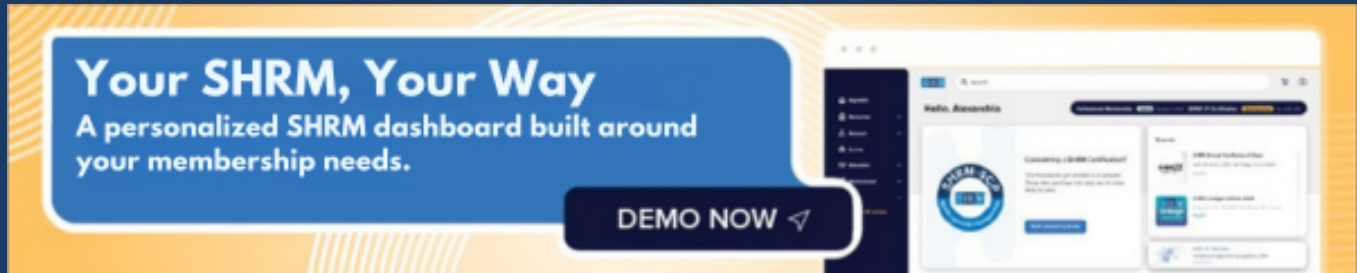
Insurance | Risk Management | Consulting



Launching soon, the new SHRM Membership Dashboard brings everything you value into one personalized, easy-to-navigate space — built to support the way you work.

Here's what's new:

- Resources matched to your goals.
- Curated content based on your career stage.
- Personalized recommendations specific to your job function.
- Certification status updates and professional development options.



WANT TO SEE WHAT'S COMING?

Explore the **interactive demo** and discover how your SHRM experience is evolving — with you – and your fellow Volunteer Leaders - at the center.

DEMO NOW

INTERESTED IN JOINING SETN SHRM?
Visit www.setnshrm.com

For current members who still need to renew, you will renew your membership through www.shrm.org. If you have any questions, feel free to contact our Membership Director, Carl Post, at membership@setnshrm.com.

A graphic for "2025 New Member Orientation Dates". On the left, the text "WELCOME NEW MEMBERS!" is written vertically next to a 3x3 grid of nine diverse human avatars. To the right of the avatars, the text "2025 New Member Orientation Dates" is displayed in a serif font. Further right is the SHRM 20th anniversary logo, which includes the number "20" and the text "Inspiring HR for Twenty Years". Below the main title, two event options are listed: "In-Person Tuesday, October 14" and "Zoom Friday, November 21".

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Caught in the Middle: Employers Grapple with DEI Shifts Amid Political and Workplace Pressures

By: Tenisha King, MBA, SHRM-CP

In today's rapidly shifting political landscape, many employers across the United States find themselves walking a tightrope when it comes to Diversity, Equity, and Inclusion (DEI) initiatives. As the current administration continues to reshape the national approach to DEI—scaling back federal-level emphasis and scrutinizing certain programs—organizations are feeling the pressure from both ends.

On one side, funding sources and government partners are re-evaluating their expectations, leaving employers to navigate how to align their internal practices without risking financial support. In sectors like education, healthcare, and social services, leaders fear that not making changes to reflect the new political tone could lead to audits, reduced funding, or regulatory roadblocks.

On the other side, employees—particularly those from historically underrepresented groups—are expressing disappointment, frustration, and concern over the perceived rollback of inclusive practices. Many organizations have worked hard in recent years to build workplace cultures rooted in equity, belonging, and social responsibility. Now, there is a growing sense of distrust and disengagement as some of those commitments appear to waver in response to external pressures.

Employers are left with a complex challenge: how to stay mission-focused and people-centered, while also remaining in compliance with shifting political and funding realities. This moment calls for thoughtful leadership, transparent communication, and creative problem-solving to uphold core values without compromising the organization's sustainability.

This issue hits close to home—it's happening to so many in our own backyard. Across local communities and industries, sentiments are being shared in boardrooms, breakrooms, and beyond. Leaders are quietly grappling with how to rebuild trust with their most valuable asset—their staff. They recognize that without the support and engagement of their teams, even the most well-intended pivots will fall short.

The road ahead may be uncertain, but the collective hope remains that through resilience, collaboration, and a renewed commitment to inclusive values, organizations can navigate this moment with integrity and emerge stronger.

SPONSORSHIP OPPORTUNITIES

On behalf of the Southeast Tennessee Society for Human Resource Management (SETN SHRM) Board of Directors, we would like to make you aware of an opportunity to get your company's name and products in front of almost 400 Human Resource professionals, representing a variety of industries at nearly 250 companies!

As you can imagine, to attract high-quality, nationally renowned speakers means a higher investment, but we believe the return on investment in terms of attendee engagement and event prestige is substantial when we're able to host speakers of this caliber. Further, their expertise and reputation significantly enhance the value and impact of the event. Therefore, we are looking for Sponsors, who have a natural tie-in to the most requested topics from our membership, which are named below:

- The New-Collar Workforce
- Ageism
- Harnessing AI in HR and Operations
- Top HR Trends
- HR Students Month
- Building an Organizational Culture Defined by Ethics
- Workforce Development

If any one of these topics or themes aligns with your business, you might consider sponsoring for that topic. It is always easier for an attendee to remember a sponsor when their product or service is related to the presentation topic!

Listed below are the benefits you will receive in return for your \$1,000.00 monthly meeting sponsorship:

- Exclusive sponsorship for that specific monthly meeting
- Voucher for a job posting on our website for 30 days to be used in the 2025 calendar year (\$100 value)
- Logo advertisement on the SETN SHRM website, social media posts, and in the quarterly newsletter (approximately 1100 recipients) throughout the 2025 calendar year
- Signage with company logo at the monthly meeting
- Speak and Introduce Service/Product for 2-3 minutes at the monthly meeting.
- Placement of marketing materials on each table
- Provide door prizes
- Booth/table set up at the meeting
- Complimentary reservation for 2 representatives from your organization to attend the monthly meeting
- SHRM will provide our business card to each attendee in a complimentary send-off bag, along with a mint and toothpicks.
- SHRM will send each attendee a thank you note on behalf of the sponsor after the meeting with your contact information.

We anticipate that your sponsorship will provide significant return on investment through increased brand awareness, lead generation, and networking opportunities. Feel free to contact Mallory Smith, Sponsorship Director at sponsorship@setnshrm.com, if you have any questions. Otherwise, we look forward to hearing from you and learning of your interest!

On behalf of the SETN SHRM Board of Directors, thank you in advance for your time and consideration!!

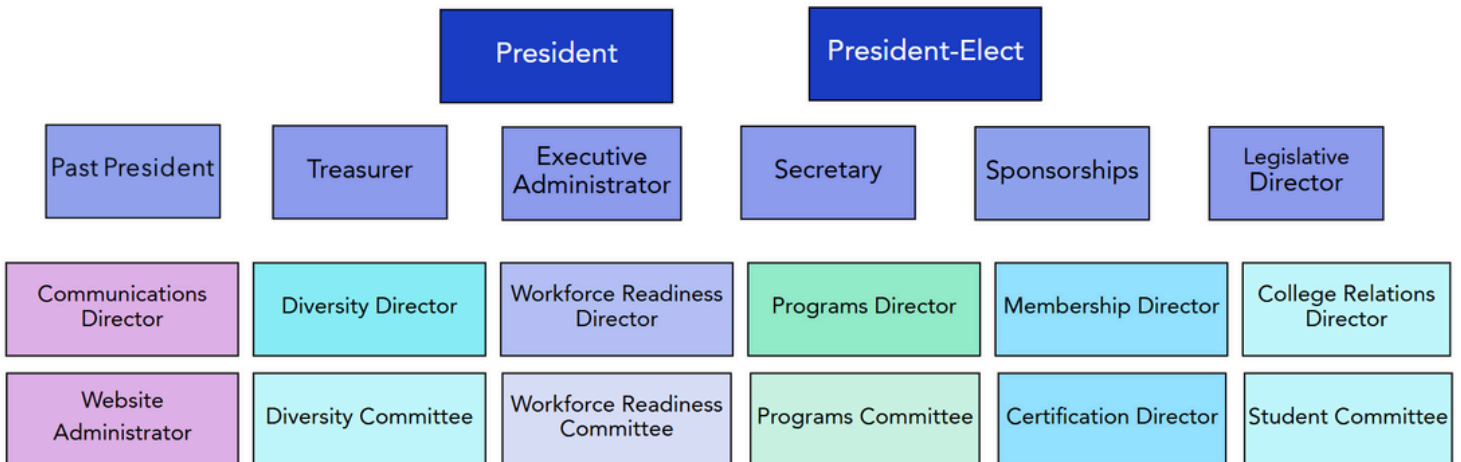


Got a passion for shaping organizations and a brain full of HR brilliance? We are reaching out to our fantastic network of HR professionals, because we are looking for people to join a Board Committee. This is a good way for you to deepen your involvement and professional connections.

Refer to the SETN SHRM Board Structure below to view the various committees, and express your interest to setnshrm@gmail.com as soon as possible.

Thank you in advance for considering this opportunity to help shape the future of SETN SHRM. We're excited about the prospect of your contribution to our Board's work!

Southeast TN SHRM Board Structure



SETN SHRM Board of Directors 2025

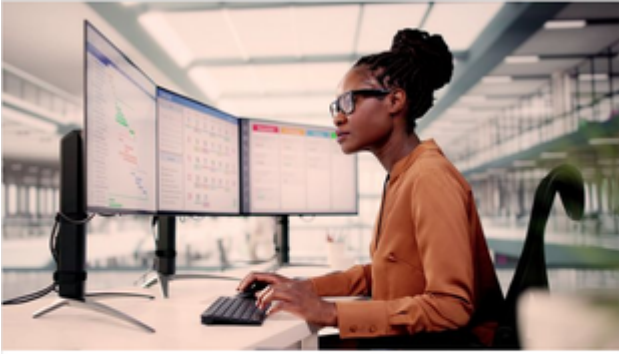
As members of the SETN SHRM chapter, we have the benefit of great programs, great networking opportunities and access to targeted training and development that allows us to grow in our HR skills and abilities. What keeps this chapter going are more than a dozen fellow HR professionals who volunteer their time and talents to support YOU.

Most Board members serve two years in their role, meeting once per month, attending monthly member luncheons and quarterly networking events and developing committees to support each of the chapter's major activities. These dedicated members often remain on the Board to serve in other roles. These Board members also have the benefit of expanding their professional network, developing leadership capabilities and contributing their knowledge and skills to advance the HR profession. We would love for you to join us!

Please contact us at admin@setnshrm.com to express your interest.

Name	Role	Chapter Email Address
Deborah Duncan	President	president@setnshrm.com
Carl Post	President-Elect	president-elect@setnshrm.com
Rhonda Beard	Past President	pastpresident@setnshrm.com
Rosonia Burton	Certification	directorofcertification@setnshrm.com
Tina Camba	College Relations	collegerelations@setnshrm.com
John Steele	Communications	communications@setnshrm.com
Marlena Toney	Diversity, Equity & Inclusion	diversitydirector@setnshrm.com
Ashby Angell	Legislative/Government Affairs	aangell@bakerdonelson.com
Carl Post	Membership	membership@setnshrm.com
Katherine Burnett	Programs	programs@setnshrm.com
Mallory Smith	Sponsorships	sponsorship@setnshrm.com
Jenny Caccimelio	Secretary	secretary@setnshrm.com
Pamela Schreiner	Treasurer	treasurer@setnshrm.com
Penny Murray	Workforce Readiness	workforcereadiness@setnshrm.com
Anna Jones	Next Gen Pros	nextgenpros@setnshrm.com
Katie McKenna	Executive Admin	admin@setnshrm.com

We look forward to serving you and learning with you in 2025!



Employment Law Update: Weighing E-Verify+ Benefits and Drawbacks

Stay ahead of employment law trends for HR with expert insights on the E-Verify+ program, AI in workplace investigations, and new labor classification bills.

SHRM / Sep 8



HR Hacks for 2025: Improve Onboarding, Culture, and Retention

Discover HR hacks that can boost retention and satisfaction, equip managers, unify platforms, and use analytics to build a thriving workplace culture.

Employment Law Update: Weighing E-Verify+ Benefits and Drawbacks

HR Hacks for 2025: Improve Onboarding, Culture, and Retention



Inspiring HR for Twenty Years

COMING SOON!

As we plan for 2026, we want to hear from you! Be on the lookout for the 2026 meeting luncheon topic survey and share your ideas for meeting topics.

UPCOMING EVENTS

- HRXchange
 - September 24, 2025
- General Meeting
 - October 14, 2025
- College Relations Networking
 - October 23, 2025
- Quarterly Breakfast Series
 - October 28, 2025
- General Meeting
 - November 11, 2025
- HRXchange
 - December 3, 2025
- Holiday Party & Expo
 - December 9, 2025

We are an affiliate chapter of the Society for Human Resource Management and serve human resource professionals in Southeast Tennessee (formerly SHRM Chattanooga). Whether you are new to human resources or have many years of experience, Southeast Tennessee SHRM offers opportunities for networking, education, professional development and continued support of excellence in human resources.

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