



Immediate Past State Director

Position Summary:

Serve as a member of the State Council providing the continuity of leadership, immediately following term as Director. Provide advice and counsel to the State Director.

Responsibilities:

- Serve as a voting member of the State Council and is expected to attend and participate in all meetings of the council.
- Attend additional State Council Meetings, such as Strategic Planning or training sessions.
- Serve as a member of the State Council Executive Committee.
- Represent SHRM by conducting all activities in accordance with the National and State code of ethics and conduct, and by using sound business principles and judgment in conducting all SHRM-related business.
- Assist in the identification, recruitment, and selection of future council leaders.
- Prepare reports and related material for the state council director as a function of providing guidance.
- Represent the council to SHRM chapters and the public as required.
- The Immediate Past State Director may not serve on any other board or State Council.
- Perform other duties as assigned by the State Council Director.

Council Advisory and Continuity Responsibilities

- Remain actively engaged in council operations by offering guidance on legacy programs, past challenges, and previously attempted solutions to promote alignment and avoid redundancy.
- Support the onboarding and development of new council leaders through the sharing of institutional knowledge, documentation, and best practices relevant to their roles.
- Act as a mentor and strategic advisor to the State Director and Executive Committee, particularly during times of transition, organizational change, or leadership turnover.

- Collaborate with council members to document organizational history, including key decisions, program outcomes, partnerships, and lessons learned, to ensure smooth leadership transitions.
- Monitor and advise on the progression of initiatives launched during one's term to help maintain continuity and accountability.
- Serve as a continuity bridge between past and present initiatives, ensuring organizational memory is preserved and effectively leveraged.
- This is a non-authoritative, yet influential advisory role that provides guidance and support while respecting the authority of the current State Director.

Requirements:

- Must be a SHRM member in good standing. HRCI and/or SHRM certification highly desirable.
- Must be a member of at least one local Chapter.
- Must have served a term of office as State Council Director.
- Serves a two-year term beginning the first day of January and ending the last day of December.
 - Year 1: Even year
 - Year 2: Odd year