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Join us for a night of pizza and networking at the Mellow Mushroom, Downtown Chattanooga, on Tuesday, March 17, 2026 from 5:00 pm- 7:00 pm, and celebrate all the ways that SHRM Rocks! This event is free and open to members and one guest.

[Register](#) in advance!



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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**SHRM**®  
BETTER WORKPLACES  
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# **January-March Meeting Recaps:**

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We had an incredible 2026 Annual Kick-Off Luncheon featuring "The Executive Perspective - HR At the Strategy Table". This dynamic kickoff session brought together top executives from across Chattanooga to share what HR leaders must know to drive strategy, influence decision-making, and support organizational success.

February featured our highly interactive Legal Roundtable breakfast with trusted legal experts sharing real-world insights, emerging trends, and practical guidance on legal issues shaping today's workplace.

Members enjoyed a Lockton sponsored breakfast learning about "The True Cost of Turnover: Practical Models HR Can Use Today". During this interactive event members gained actionable strategies to reduce turnover through stronger onboarding, leadership effectiveness, communication, culture alignment, and career development.

March is here and spring is in the air!

We sprung forward to our March general session sponsored by Paycom "HR at the Center of the AI Shift: Leading Talent, Trust, and Transformation" led by Lee Traux, President of BestResults.AI. Lee introduced the AI Transformation Method™, a proven, people-first approach that helps organizations integrate AI into daily work while increasing employee engagement, productivity, and confidence.

# 2026 Sponsors & Resource Partners

Many thanks to our Sponsors! We are grateful for your partnership!



# Membership:

## INTERESTED IN JOINING SETN SHRM?

Visit [www.setnshrm.com](http://www.setnshrm.com)

For current members who still need to renew, you will renew your membership through [www.shrm.org](http://www.shrm.org). If you have any questions, feel free to contact our Membership Director at [membership@setnshrm.com](mailto:membership@setnshrm.com).



## THE SMARTEST MOVE YOU CAN MAKE FOR YOUR HR CAREER: BECOME A SHRM MEMBER.

**GAIN THE TOOLS, COMMUNITY, AND INSIGHTS YOU NEED TO LEAD WITH CLARITY IN A FAST-CHANGING WORLD**

**97%**  
**OF MEMBERS REPORT IMPROVED WORKPLACE READINESS, SKILLS, OR ABILITIES after 2+ years of SHRM Membership.**

### THE POWER YOU UNLOCK INSTANTLY



#### SOLVE HR CHALLENGES WITH SPEED AND IMPACT

Members save 7-14 hours per month through SHRM benefits.

##### On-Demand HR Advisors

Call, chat, or email SHRM's certified HR Knowledge Advisors anytime with your toughest questions.

**MOST VALUED BENEFIT**

##### Templates & Toolkits

Access ready-to-use HR forms, job descriptions, employment policies, checklists, and more.

##### AI Learning & Resources

Stay ahead with guidance on how to lead AI transformation in your workplace.

##### Research & Benchmarking

Access members-only tools to stay on top of compensation, benefits, talent, and workplace trends, including:

- Human capital benchmarks.
- Talent access benchmarks.
- Benefits report & benchmarks.
- SHRM Compensation Data Center.



### BUILD RELATIONSHIPS THAT ADVANCE YOUR CAREER

#### SHRM Connect Online Community

Join the world's largest HR community to share ideas, solve challenges, and network.

#### Personal Brand Building

Get published by SHRM or speak at events to grow your visibility and influence.

#### Local Chapters

Meet HR pros for in-person networking.



### EXPERT GUIDANCE FROM HR LEADERS

#### HR Quarterly Magazine

Sharpen your skills and stay in the know with the award-winning magazine made for SHRM Members.

#### Exclusive Webinars & Expert Sessions

Stay current on the hottest HR topics, policies, and trends with timely, expert-led virtual programming.

#### Curated Insights & Content

Stay sharp with expertly curated newsletters, podcasts, and content streams tailored to the evolving world of HR.

#### Compliance & Law Resources

Mitigate risk with state and federal law guidance, legal updates, I&D frameworks, and tools to stay compliant.



### MEMBERS-ONLY PRICING

#### SHRM Events

Attend premier events at exclusive prices.

#### Certification Support

Access special member pricing on SHRM-CP and SHRM-SCP prep materials, courses, and recertification tools.

#### SHRM Business

Access corporate solutions and packages tailored for your workplace.

#### Save on What Matters

Unlock insider rates on SHRM eLearning, partner offerings, books, merchandise, and so much more.

Members report an average salary increase of **\$50K-\$60K** over the lifetime of their membership.

**↑ 89%**

Members say their productivity increases over the lifetime of their membership.

From conferences to careers — SHRM members grow their networks, their influence, and their impact.



Inspiring HR for Twenty Years



## Leading the Way with Inclusion and Diversity

# Supporting Neurodiversity in The Workplace - Insights for HR Leaders

“Neurodivergent” refers to people whose thinking, learning, or processing information differ from what’s considered typical (neurotypical). An estimated 15–20% of the population is neurodivergent, including those with Autism, ADHD, Dyslexia, Dyscalculia, and Dyspraxia. Recognizing these differences as strengths and not deficits, can help organizations create workplaces where all employees can thrive.

### Why Neuro-Inclusion Matters for HR

Standard organizational processes, from hiring to performance management, are typically built around neurotypical norms. This can unintentionally create barriers for neurodivergent employees, leading to increased stress, disengagement, and untapped potential. Many neurodivergent adults have become adept at “masking” to try to fit into a neurotypical society, but this masking behavior has a huge mental, emotional, and physical cost for neurodivergent adults. Creating a neuro-inclusive environment strengthens belonging, psychological safety, and overall organizational performance.

[positivepsychology.com](https://positivepsychology.com)

### Potential Strengths Brought to the Workplace

- Identifying trends, rules, and patterns in data
- Rapidly processing visual information
- Remembering large amounts of detail
- Good problem-solving skills
- Out-of-the-box, big picture, and critical thinking ability
- A high level of empathy and integrity

# Supporting Neurodiversity in The Workplace - Insights for HR Leaders - Cont.

## Common Workplace Barriers

- Differences in prioritizing, planning, or processing information
- Literal interpretation of language or direct communication styles
- Difficulty reading nonverbal cues
- Sensory sensitivity (noise, lighting, movement)
- Emotional (and physical) exhaustion from masking neurodivergent traits



DIVERSITY



EQUITY



INCLUSION



BELONGING

## Practical Ways to Support Neurodivergent Employees

- Clearly communicate and acknowledge expectations regarding work performance and workplace etiquette.
- Provide clear job descriptions and detailed instructions in multiple formats (verbal, written, hands-on).
- Establish structure and consistency in daily routines and provide advance notice of changes. (Provide meeting agendas ahead of time.)
- Be understanding of communication differences. Give employees time to process information and do not put them “on the spot”. (If you do icebreakers, let them know what it is in advance.)
- Provide flexible workplaces and accommodation for sensory needs (a quiet workspace away from others, noise-cancelling headphones, lamps instead of overhead fluorescent lights, remote work option when practical).

## The Bottom Line

Neuro-inclusion is not just a DEI initiative—it’s a business advantage. When workplaces are designed to support all ways of thinking, organizations unlock innovation, increase productivity, and build cultures where every employee has the opportunity to succeed.

By: Karen Wilson, SHRM-CP, Legislative Director

# Networking at Noon



The Southeast Tennessee SHRM and UTC SHRM chapters recently sponsored a Networking at Noon event on February 25, 2026, designed to connect College of Business students with local HR professionals. The event provided students with an opportunity to build professional relationships, learn more about careers in human resources, and practice networking in a supportive environment. With approximately 40 students in attendance, the gathering was well attended and created a lively atmosphere for meaningful conversations. Students were able to engage directly with HR professionals, ask questions about career paths and internships, and gain valuable insights into the field while expanding their professional networks.

If you are looking for an HR intern please email Southeast Tennessee SHRM College Relations Director Tina Camba at [tina.r.camba@gmail.com](mailto:tina.r.camba@gmail.com).



# SHRM Exam Prep Course

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Taught by an industry expert, our SHRM-CP/SCP exam prep course offers the flexibility of remote learning with the benefits of a structured timeline and support of your instructor and fellow classmates. UTC is a partner, providing course content that aligns directly with the certification exam. We offer payment plans, employer payment options and Sallie Mae loans!



## SHRM EXAM PREP

*Advance Your HR Career*



Course Details: 12 Weeks / September 2 - November 18, 2026

Online (live sessions): Wednesdays 5:30 - 8:30 pm ET

Registration will open on April 13, 2026.

# SHRM26

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WORLD-CLASS  
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FOR YOUR DAY-TO-  
DAY IMPACT.**

 Orlando, FL

 June 16-19, 2026



**HR TENNESSEE**  
Conference & Exposition  
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CENTER

**SHRM**  
Tennessee

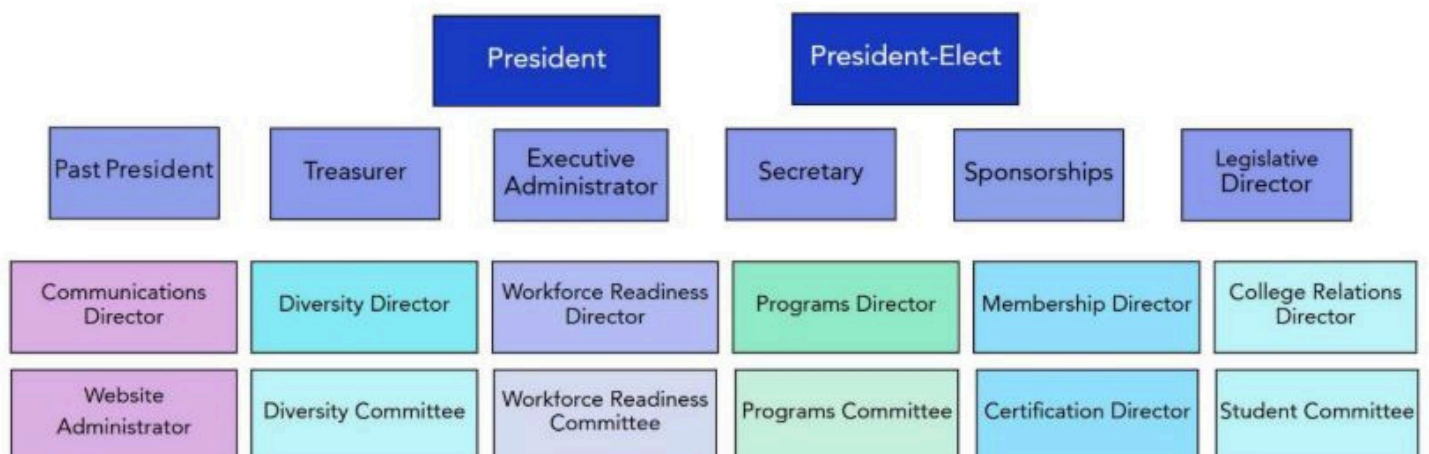


Got a passion for shaping organizations and a brain full of HR brilliance? We are reaching out to our fantastic network of HR professionals, because we are looking for people to join a Board Committee. This is a good way for you to deepen your involvement and professional connections.

Refer to the SETN SHRM Board Structure below to view the various committees, and express your interest to [setnshrm@gmail.com](mailto: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 2026

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!

| Name                                                                                                    | Role                           | Chapter Email Address                                                                          |
|---------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------------|
| Carl Post                                                                                               | President                      | <a href="mailto:president@setnshrm.com">president@setnshrm.com</a>                             |
| John Steele                                                                                             | President Elect                | <a href="mailto:president-elect@setnshrm.com">president-elect@setnshrm.com</a>                 |
| Deborah Duncan                                                                                          | Past President                 | <a href="mailto:pastpresident@setnshrm.com">pastpresident@setnshrm.com</a>                     |
| Lisa Atkins                                                                                             | Certification                  | <a href="mailto:directorofcertification@setnshrm.com">directorofcertification@setnshrm.com</a> |
| Tina Camba                                                                                              | College Relations              | <a href="mailto:collegerelations@setnshrm.com">collegerelations@setnshrm.com</a>               |
| Dana Hall                                                                                               | Communications                 | <a href="mailto:communications@setnshrm.com">communications@setnshrm.com</a>                   |
| Marlena Toney                                                                                           | Diversity, Equity & Inclusion  | <a href="mailto:diversitydirector@setnshrm.com">diversitydirector@setnshrm.com</a>             |
| Karen Wilson                                                                                            | Legislative/Government Affairs | <a href="mailto:legislatedirector@setnshrm.com">legislatedirector@setnshrm.com</a>             |
| Lacey Heftka                                                                                            | Membership                     | <a href="mailto:membership@setnshrm.com">membership@setnshrm.com</a>                           |
| Brooke Kesley                                                                                           | Next Gen Pros Coordinator      | <a href="mailto:nextgenpros@setnshrm.com">nextgenpros@setnshrm.com</a>                         |
| <b>VACANT- Interested? Email<br/><a href="mailto:president@setnshrm.com">president@setnshrm.com</a></b> | Programs                       | <a href="mailto:programs@setnshrm.com">programs@setnshrm.com</a>                               |
| Kat Dillard                                                                                             | Sponsorships                   | <a href="mailto:sponsorship@setnshrm.com">sponsorship@setnshrm.com</a>                         |
| Jenny Caccimelio                                                                                        | Secretary                      | <a href="mailto:secretary@setnshrm.com">secretary@setnshrm.com</a>                             |
| Pamela Schreiner                                                                                        | Treasurer                      | <a href="mailto:treasurer@setnshrm.com">treasurer@setnshrm.com</a>                             |
| Nicole Cassety                                                                                          | Workforce Readiness            | <a href="mailto:workforcereadiness@setnshrm.com">workforcereadiness@setnshrm.com</a>           |
| Katie McKenna                                                                                           | Executive Admin                | <a href="mailto:admin@setnshrm.com">admin@setnshrm.com</a>                                     |

# SHRM News:



## Curious About SHRM Membership?

Join our free membership webinar hosted the 2nd Tuesday of every month at 3:00 PM EST.

Whether you're a new, current, or future member—this monthly webinar is your chance to explore all that membership has to offer!



## Upcoming Events:

- SHRM Rocks!  
March 17, 2026
- Quarterly Online HRXchange  
March 25, 2026
- General Meeting  
April 14, 2026
- 2nd Quarter Breakfast  
April 21, 2026
- 1<sup>st</sup> Annual Workforce Strategy Summit - **NEW!!**  
April 29, 2026
- General Meeting  
May 12, 2026
- SHRM Annual Conference 2026  
Orlando, FL June 16-19
- HR Tennessee 2026  
Knoxville, TN September 13-16



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