

International Association of Interviewers (IAI)

South Chapter – Officer Call

October 5, 2020 9:00am

In Attendance: Chairman Jim Bishop, IAI Advisory Board Sponsor Cary Jones, Vice Chair Lt Chris Fontana, Vice Chair Dave Harben, Secretary/Treasurer Lindsey Miller, Continuing Education and Membership Chair Eric Hieber, (All hold CFI designation), Emily Kuhn Association Manager

Minutes: Call began at 9:00 am

- Jim: The last couple of months have been unusual for our industry and our country. The effects of COVID 19 and social upheaval toward policing, racism, and politics have taken the complete attention of our peers in both Law Enforcement and Asset Protection worlds. As a result, it has been challenging to maintain a presence as a chapter. However, we intend to reboot as quickly as we can. This call is intended to start that process.
- Goals for our chapter at this time: Provide effective, timely supplemental training & discussions related to interviewing; maximize participation; and provide CEU level activity for our members. Consider sharing our expertise on de-escalation tactics for private and public sector, and well as job or career change resources that might assist our members.
- What can we do?
 - The Northeast and Midwest chapters have done virtual meetings, from 1-4pm.
 - Three hour zoom meetings sound like a tough sell.
 - Consider three 1-hour calls/virtual meetings to achieve 3 CEU's for our members.
 - Topics: Phone interviews, Mask effects on in-person Interviews, Strategies for rationalizations, Interviews in a high turnover environment/Interviews on employees caught in first week. Your ideas are needed
 - Consider open invitations to all chapters for increased participation. This also gives IAI members some variety in dates if their availability is limited.
- Emily: New Website
 - New site has job board site. Cost is \$25 for members, \$50 for nonmembers.
 - CFI Scholarships still available for participation over 50 for virtual seminars.
 - CEU Certificates are now possible. The signup platform is needed to get them.
- Law Enforcement Officer (LEO's) participation
 - We've achieved some success in getting LEO's involved. We need to maintain a focus on them to keep them. What can we do?
- Email: Eric, please provide the list of member's/attendee's email to Jim.
- Jim: Conclusions-
 - Jim will email our members with an official reboot message.
 - By Friday Oct 9, email Jim with Speaker recommendations and topics.
 - Pursue early November as a goal for this virtual meeting.
 - Review options for the right platform: Zoom, Teams, Uber, etc. Need to remember possible outsiders disrupting calls (password protection) and the ability to minimize or silence noisy participants. Lindsey called out the echoes and noise on today's call with only a handful of participants vs one with fifty.
 - Share ideas for continuing to engage the South Chapter with Jim via email.

Next Call: TBD

Next Meeting: TBD

Adjournment: The call was adjourned at 9:45 am