HRP of CPA
Human Resource Professionals of Central PA

NEWSLETTER

ISSUE 9 | SEPTEMBER 2026



HRPCPA Wins 2026 Chapter of the Year!

We are thrilled and deeply honored to announce that our chapter has been named **Chapter of the Year** by Pennsylvania SHRM! This recognition was selected from 26 chapters across the state, with 11 chapters submitting nominations.

The award celebrates the ways chapters show up for their members and contribute to the HR community through volunteerism, impactful programming, and engagement with PA SHRM and SHRM at the national level. We are incredibly proud of what our volunteers, leaders, and members have accomplished together.

As part of the recognition, our chapter will receive a $2,000 award, along with a $500 donation to the SHRM Foundation in our chapter's name. Thank you to everyone who continues to give their time, energy, and passion to our chapter. This honor truly belongs to all of us!

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AI Is Here. But Is HR Ready to Lead It?

Dale Redmond, Communications Director, HRPCPA

The conversation is no longer about if HR will use AI. It is about how far we are willing to let it go.

According to SHRM's 2026 research of 1,908 HR professionals, AI adoption remains uneven, with larger organizations leading the way. Recruiting continues to be one of the primary areas of use, alongside HR technology and learning and development.

Some of these uses make perfect sense to me. AI can complete tasks in minutes that have personally taken me 45 minutes to an hour—drafting or refining job descriptions, optimizing job advertisements, or creating structured interview guides. Those are efficiencies HR should embrace.

But then we move into candidate matching, recommendation engines, resume screening, and sourcing passive candidates. That is where, for me, it gets a little dicey.

We are still awaiting a final ruling in Mobley v. Workday, a class action that began in 2023 and alleges that Workday's algorithmic screening tools may create a disparate impact in violation of Title VII and other employment laws. While Workday is the primary defendant, the case is an important reminder that employers using third-party AI tools may also face liability for discriminatory outcomes.

I am not saying AI cannot assist with these activities, but should it determine who gets an opportunity? What happens to the candidate who does not present exceptionally well on paper but would shine in a conversation? There is also another side to this: as employers increasingly use AI to evaluate applicants, applicants are increasingly using AI to build resumes—sometimes without fully vetting whether those resumes accurately reflect what they can actually do.

State lawmakers have taken notice as well, with a growing number of states enacting rules around AI in employment decisions. HR professionals need to understand the requirements that apply where their organizations operate.

And even if your organization has not fully adopted AI, your employees may already be using tools such as ChatGPT or Copilot without formal organizational guidance. Rather than ignoring it, HR should partner with IT and cybersecurity teams to establish appropriate parameters. Do not shy away from AI! Educate employees on what they can and cannot use it for, what information must remain confidential, and which platforms are acceptable for business use. Employees and managers should understand that using AI does not remove responsibility for the final work product or decision. If AI drafts a document, summarizes information, or recommends an approach, someone still needs to review it for accuracy, bias, context, and alignment with company policy.

The same caution applies to HR professionals as well. Think about employee relations matters. AI can summarize an investigation, organize facts, identify questions you may have missed, or act as a thought partner when comparing information against company policy. But it should not determine whether an allegation is substantiated or what employment action should occur. Those decisions require context, judgment, and accountability.

HR should not wait for regulation to create boundaries. Organizations need clear policies around approved tools, acceptable uses, confidentiality, human oversight, and disclosure of AI use.

HR should not resist AI, but HR should lead how it is responsibly used.

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Upcoming Events

September 22 | 7:30 - 9:30 AM (In-Person Chapter Meeting)
Topic: *Curiosity Before Conclusions: Building Trust Through Better HR Conversations*

September 30 | 12:00 - 12:30 PM (Virtual) Free to HRP members!
Topic: The Pennsylvania CROWN Act: Hair, Identity & the Law

October 7 | 11:45 AM - 1:00 PM (Virtual)
Topic: SELLing Yourself: Branding Yourself Authentically

October 8 | Fall Networking & Volunteerism Event
5:00 PM - 8:00 PM (In-Person)

November 4 | 8:00 AM - 5:00 PM
Annual Fall Conference (In-Person)
Theme: Navigating Today, Building Tomorrow!

November 10 | 11:45 AM - 1:00 PM (Virtual)
Topic: SELLing Yourself: Real Talk with Hiring Managers

December 8 | 8:00 - 10:00 AM (In-Person)
Topic: Clear Leaders. Unified Teams. Healthy Organizations.

SCAN THE QR CODE FOR REGISTRATION INFO!

HR PROFESSIONALS OF CENTRAL PA
CHARLES T. SCIOTTO AWARD FOR HR EXCELLENCE

Know an HR professional who is making a meaningful difference through leadership, innovation, and service? Nominate them for HR Professional of the Year and celebrate their impact on their organization, their colleagues, and the broader HR community.

Click the link to apply:

Nominate Your HR Professional of the Year

Submissons are due by September 25th

Winner announced at Annaul Conference!



Send an interest email and copy of your resume to vicepresident@hrpcpa.org

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AFFILIATE OF SHRM
BETTER WORKPLACES BETTER WORLD

2026 HRPCPA ANNUAL CONFERENCE

REGISTRATION *is now open!*



WEDNESDAY
11/4/2026

PENN HARRIS HOTEL
CAMP HILL, PA

SHRM and HRCI credits *are pending*

REGISTRATION PERIOD
Standard: Monday, August 24, 2026 – Sunday, October 25, 2026

STANDARD RATE
MEMBER **$125** | NON-MEMBER **$150**

SAVE THE DATE AND REGISTER NOW!

Learn. Connect. *Lead.*

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THANK YOU *to Our Amazing Sponsors!*

Your support helps make HRPCPA's **Annual Conference** possible and strengthens our HR community.

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HRPCPA'S *Annual Conference*

NOVEMBER 4, 2026

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www.hrpcpa.org