

# Council Prospector

ISSUE 3 | 2017

*Nuggets From Alaska SHRM*



## Inside:

SHRM Certification

Reentry Walk

Volunteer with the Alaska SHRM State Council

SHRM Foundation Fall Scholarship and The Alaska SHRM State Council Scholarship

AFFILIATE OF

**SHRM**<sup>®</sup>

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

OFFICIAL PUBLICATION OF THE ALASKA SHRM STATE COUNCIL





# WE SUPPORT YOUR STRATEGY

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Our Health & Welfare benefit advisors help you navigate the benefits market and deliver quality employee benefits – health, life, disability, and more – from start to finish. That includes finding the right plans at the best available value, keeping you in compliance, supporting enrollments, managing vendors, and ensuring effective employee communications.

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**Whether using one or more of our services, our mission is to provide local employers with employment programs and services engineered to support their business goals and to deliver the highest possible value to our clients and their employees.**

**Employee benefits are an important part of your workforce strategy. As a subsidiary of Wilson Albers & Company, we are uniquely qualified to be your “all in one” service provider for Human Resources and Employee Benefits.**



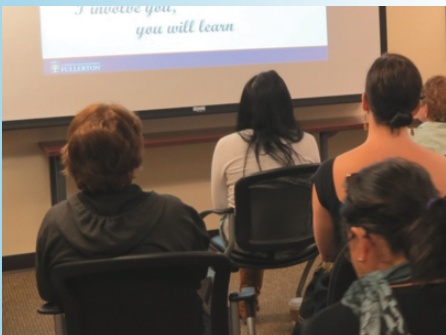
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2017 ALASKA  
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Mission Statement

*The mission of the Alaska State Council is to be a strategic partner with individuals, businesses, community organizations, SHRM and NHRMA in order to encourage the advancement and knowledge of dedicated human resources professionals by providing communication and professional development resources throughout Alaska.*



Alaska SHRM State Council **message**

Anne Sakumoto, Director

# Finish Strong for 2017

**F**or many of you who started 2017 with your ambitious goals and objectives to strengthen HR competencies, you've rounded the corner. Although we've passed the halfway mark for 2017, it is not too late to finish strong!

There are a number of webinars, luncheons and community events sponsored by the Alaska SHRM State Council and/or the local chapters which we would love for you to participate in. For those individuals who are already certified, start entering those recertification credits for your SHRM and HRCI professional certifications. Feed your curiosity and strengthen your knowledge! With your SHRM membership there are a number of resources available to you on the SHRM website [www.shrm.org](http://www.shrm.org) to learn about workplace news and trends.

A few of the State Council's projects for the remainder of the year include:

1. Webinar programs (Be sure to check our "Meetings & Events" calendar as those details are finalized and loaded on the website <https://alaska.shrm.org/events>)
2. A Diversity Survey of items you, as Alaska's HR professionals believe are important for us to know
3. Certification Scholarship Applications
4. The Northwest HR Management Association (NHRMA) Conference in Bend, Oregon September 25-27, 2017
5. Community events, including a Veterans' Fall 2017 job fair Your local chapters' programs may have been on hiatus for the summer although your leaders were still strategically working and planning their Fall and Spring programs and meetings. Take the opportunities to make a difference for yourself, your employer and your community!

A few words about the SHRM 2017 Annual Conference and Exhibition in New Orleans!

The theme for the conference was "All In." Hank Jackson, SHRM's President, shared that for him "All In" means "dedicating yourself wholly to a project, cause or calling..." Jackson encouraged the HR community to work and learn together because we are all in this together. The conference schedule included approximately 200 concurrent sessions and learning opportunities to meet the needs for the various experience levels and attendee demographics. The sessions focused on various HR competencies and it was a challenge for me in narrowing down the choices of which session to attend! The keynote speakers included leaders Kat Cole, Laszlo Bock, Patrick Lencioni and Laila Ali. They provided educational, noteworthy and inspiring sessions. The Tuesday night entertainment was all about Harry Connick, Jr. an extremely talented musician, singer and overall magnetic personality from New Orleans! It was a fantastic conference for many reasons and I'd encourage you to have as a goal at least one of these awe-inspiring educational events in your HR professional career. For me, a memorable moment of the 2017 Conference was meeting for the first time some of our Alaskan attendees (I look forward to meeting you in person again!)

In the next Council Prospector we'll wrap up the year and share pictures and our celebrations, which includes an Alaskan being named a 2017 Distinguished Member of the Year within the Northwest area (Alaska, Oregon and Washington).

Please start or continue your HR volunteer journey by engaging in events at your local and State level. **★**

Respectfully,

Anne Sakumoto, SHRM-CP, PHR  
Alaska State Council  
Director, 2016-17





# SHRM Certification

By Molly Webb, Certification Director

Summer is only halfway over, but it is the right time to consider signing up for the SHRM-CP/SHRM-SCP winter exam. Applications are accepted beginning May 15, and the deadline to register is October 20, 2017. If you are unsure of how to start studying for the exam or looking for a group to study with, consider taking SHRM's virtual online study course or self-study program. For more information visit [www.shrm.org/certification](http://www.shrm.org/certification). If you live in the Anchorage area, ASHRM offers a local study group that will begin in Fall 2017. Stay tuned for more information from ASHRM.

If you felt a deep sigh of relief that you don't have to sit for the exam again, but realized that it is going to be time to recertify soon, don't wait! SHRM is offering incentives to your local and state SHRM chapters

for every member that recertifies in 2017. It is so easy to do, you can use SHRM's Certification App on your phone or from your computer at <https://portal.shrm.org/>.

Some of you are looking for ways to earn credits, and the options are limitless! Alaska SHRM State Council offers FREE monthly webinars on a variety of topics with excellent speakers. Visit <http://alaska.shrm.org/events> for more details. In addition, you can teach classes through your local chapter, serve as a volunteer leader, speak at conferences, or gain credit from supervisor endorsed work projects, podcasts, books, and webcasts. The list goes on! Be sure to check out [www.shrmcertification.org/recertify](http://www.shrmcertification.org/recertify) to find out more ways for you to earn recertification credits and earn money for your local and state SHRM chapter! \*

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Members from Alaska attending the 2017 SHRM Annual Conference in New Orleans gathered for a group photo.

**WE HATE TO SAY NO. RESERVE YOUR SPOT NOW.**

Registration now open for sponsors and exhibitors



Save the Date!  
2018 Alaska State HR Conference  
SEPTEMBER 2018

September 20-21, 2018 | Hilton Anchorage

[HTTP://ALASKA.SHRM.ORG/2018SPONSORSANDEXHIBITORS](http://alaska.shrm.org/2018SPONSORSANDEXHIBITORS)



The Reentry Walk start, at the Anchorage Correctional Center

# Reentry Walk

By Amy Clifford and Ann Kjera

**H**ave you ever asked yourself what it's like for someone coming out of prison? What's that first day like? Is the air filled with the excitement of freedom or does the individual feel overwhelmed with what to do next? For some people, re-entering life after incarceration, the future's prospects can be very uncertain. And, one of the largest contributing factors of people rejoining society is employment. This is where the ASHRM community fits in.

As part of our diversity initiative, ASHRM is promoting awareness within the human resource community regarding issues related to employment after incarceration. There is a growing awareness in our State that better support is needed to lower the recidivism rate for people coming out of the prison system.

On June 23, 2017, ASHRM, working with Partners for Progress Reentry Center, ASHRM was pleased to give community members a chance to see what it's like for someone coming out of prison.

To start the day, members from various local organizations joined Partners for Progress' Grace Harrington and Joshua Adams at the Anchorage Correctional Center. We met briefly with the Chris Lyou,

Assistant Superintendent of Operations at the Correctional Center, and learned a little bit about local services, therapeutic courts, and other support available for released prisoners.

We then followed the path that someone takes once they walk out of the Anchorage Correctional Facility doors. We started at the Anchorage Jail's parking lot and toured through the resource facilities in downtown Anchorage that help those coming out of the prison system. The tour included Bean's Café, Brother Francis Shelter, the State of Alaska's Division of Public Assistance, the Henry House, Partners Reentry Center and the Anchorage Soup Kitchen – Hope Center.

We had great turnout for this event with 35 people registered and even more showing up. Many of our participants also gave feedback on the tour. Many of the comments included the words, “eye-opening”, “community involvement needed,” and “passion with purpose”.

From a personal perspective, Amy Clifford said it was very “eye-opening. Hearing the personal stories of some of the participants, it made me realize we have amazing people in our community who have a passion and commitment for helping individuals coming



out of the prison system. For example, the Partner Reentry Center has a support system that helps people navigate all of the available assistance programs upon release. It includes everything from food, shelter and employment counseling, assistance and mentoring. The Hope Center/Soup Kitchen has a training program in the culinary field which provides not only job training, but includes support for the “whole person”. These organizations and individuals are making a positive difference in our community. It also made me realize those individuals need more community support - the need is great and available resources are not enough.”

When someone comes out of incarceration, Partners Reentry Center meets them in place, at the Correctional Center, before and after their sentence and works with them to find food, shelter, and job/training services.

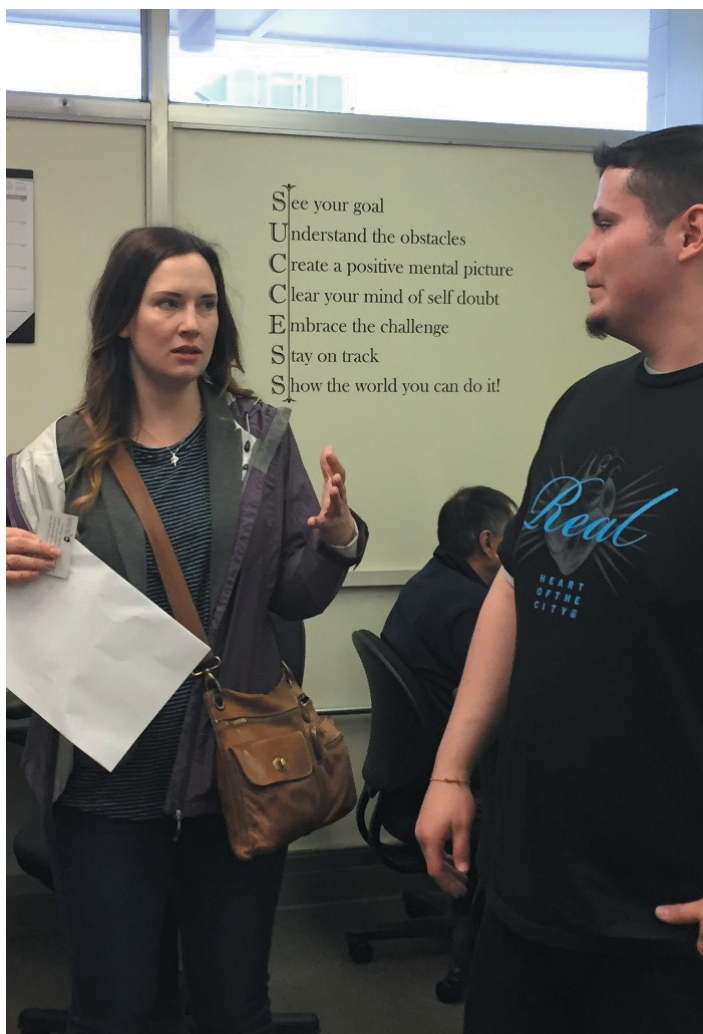
Additionally, the newly released can sign in at the Partners for Progress Reentry Center to receive assistance with more comprehensive reentry support including employment services, transitional housing assistance, counseling and mentoring.

Partners for Progress was established in 1998. In 1999, in collaboration with Alaska District Court Judge Jim Wanamaker and the Municipality of Anchorage, Partners started Alaska’s first therapeutic court for substance abusing offenders, the Anchorage Wellness Court.

Since then they have coordinated with the Court System, legislators, and state administrators to assist with the development and maintenance of therapeutic courts in Anchorage, Bethel, Juneau, Ketchikan, Palmer and Fairbanks.

Partners for Progress is governed by a Board of Directors based in Anchorage. The Partners for Progress Advisory Council includes community and state leaders from across Alaska.

Many thanks to Grace Harrington at Partners for Progress and her team for providing such a great resource to help people get back on their feet. \*



Grace Harrington of Partners for Progress and a Partners’ client share success stories with reentry walk participants



Reentry walk participants learn about the services Partners for Progress offer to those coming out of incarceration



Participants touring the garden on Hope Center’s roof

# NHRMA Student Scholarship

By Nancy Miller, NHRMA President

**A**laskan Northwest Human Resource Management Association (NHRMA) Board members had the pleasure of meeting the 2017 NHRMA Student Scholarship recipient, Markus Smith, at the 2017 SHRM Annual Conference in New Orleans. Markus is a student at University of Washington Bothell working towards his bachelor's degree in community psychology and media communications. As an assistant career advisor in the university's career center, Markus founded the SHRM student chapter on campus and is currently the club's chapter president. In addition to being a student, Markus is an HR training intern with Seattle City Light, a residential youth counselor of Cocoon House (a charity that serves home-

less and at risk youth in Snohomish County, WA), and an active volunteer with the Lake Washington HRA chapter.

This SHRM Foundation Scholarship enables HR students who have been unable to experience the SHRM Annual Conference, due to a lack of financial support, to have the opportunity to attend. This was the first year NHRMA sponsored this scholarship through the SHRM Foundation. Student SHRM members in the states of Alaska, Oregon and Washington are eligible for this award. For more information and eligibility requirements, please visit <https://www.shrm.org/foundation/ourwork/scholarships/conference/pages/default.aspx>. \*



NHRMA Board Members Meet 2017 Scholarship Winner Markus Smith at the 2017 SHRM Annual Conference: Pictured from left to right: Stacey Brown, Oregon State Council Director; Kristina Bader, Awards & Recognition Director; Roshelle Pavlin, SHRM MAC representative; Markus Smith, award recipient; Nancy Miller, President; and Anne Sakumoto, Alaska State Council Director.



## Volunteer with the Alaska SHRM State Council

By Ben Krisher, SHRM-CP

**T**he Alaska SHRM State Council is a strategic partner with individuals, businesses, community organizations, SHRM and NHRMA to encourage the advancement and knowledge of dedicated HR professionals by providing communication and professional development resources throughout Alaska.

As a 501(c)6 non-profit, we rely on our many wonderful volunteers from the HR community to help us achieve our goals.

### Who benefits when you volunteer?

- HR Professionals! Our volunteers help provide resources and opportunities to grow the HR body of knowledge.
- The State of Alaska! Our volunteers often help with different workforce initiatives throughout the community, from providing

resume advice at job fairs to conducting mock interviews for people trying to get back into the workforce.

- Your employer! You'll stay on top of the latest HR laws practices that can impact your workplace, and can bring ideas back to your boss that will help your company succeed.
- You! You'll grow yourself as an HR professional, networking with other dedicated people in the HR field and keeping your skills sharp for wherever your career may take you.

Volunteering can take many forms, from assisting with our conference to serving on the Board of Directors. If you're ready to learn more about volunteering, visit our website at <https://alaska.shrm.org> or email us ([akshrm@gmail.com](mailto:akshrm@gmail.com)) to stay up to date on the latest volunteer opportunities. \*



# Why Advertise?

“Business publications are rated the first choice for staying in touch with what’s going on in their sector by  
**61%** of decision makers.”

“If I didn’t read them I wouldn’t know what’s going on.”

“**71%** of decision makers believe that B2B magazines are essential reading.”

“I would be lost without my business publications.”

“**83%** of managers would recommend to people starting a career in their sector to read the business publications.”

“With the information we gather from the publications, we can determine if we are on the right track or if we need to change direction.”

# WBU is Outstanding Student Chapter for Fourth Year in a Row



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**I**n June 5, 2017, Ms. Susan Post, Divisional Director, East, and lead for The Society for Human Resource Management (SHRM) Student Programs, announced the 2016-2017 Student Chapter Merit Award winners. SHRM selected **Wayland Baptist University (WBU)-Anchorage Campus, SHRM Student Chapter 5583 to receive the Outstanding Student Chapter award for academic year 2016-2017.** Ms. Post stated: "The student chapter receiving this award represents an inspiring and dedicated group of students who truly represent the future of the HR profession". In addition, WBU-Anchorage Campus Student Chapter will receive a plaque. This Outstanding Student Chapter Award plaque was announced and displayed at the National SHRM Annual Conference and Exposition held in New Orleans, June 18 to 21. This is the fourth year in a row that the WBU-Anchorage Campus Student Chapter received the SHRM highest student chapter award.

Upon receiving the SHRM announcement, Jackie Godfrey, the Student Chapter President, remarked: "This award is the result of hard work and the chapter's commitment to build professional educational HR programs for members and campus students. It also

acknowledges members' community service to Bean's Café, a wonderful organization that delivers humanitarian services to the Anchorage homeless." Jackie concluded her remarks with "This is the fourth year in a row that SHRM recognized the WBU, Anchorage Campus SHRM Student Chapter with the Outstanding Student Chapter award. We are very honored and proud of this accomplishment."

For academic year 2016-2017, the WBU, Anchorage Campus SHRM Student Chapter leaders and members focused their efforts in two directions: HR professional development and Anchorage community service. In the first direction, the chapter focused on HR professional development for members and campus students. The chapter theme for 2016-2017 was *Strategic Performance Management – Human Resource Development*. HR professional development presentations at chapter monthly meetings focused on the role of HR in developing strategic performance management systems within a business towards implementing and sustaining a business strategy. Additional activities and programs developed by the WBU, Anchorage Campus SHRM Student Chapter included:

- Hosting three meetings where HR professionals spoke to students about the significant role of HRM within profit and not-for-profit organizations.
- Conducting eight workshop presentations focused on the chapter theme.
- Implementing a chapter sponsored mentorship program where local HR professionals mentored chapter students.
- Planning, organizing, and hosting a half-day Resume Writing and Interviewing Workshop for campus students and community members.

The second direction the chapter focused upon was community service activities. The chapter members engaged in four community

service projects aimed at supporting the humanitarian services provided by Bean's Café, an organization that supports the homeless and working poor population of Anchorage. The first project was a campus winter clothing drive that raised over 498 winter clothing items; the second project was a campus fund raising event that raised \$467.00 towards the purchase of ten Thanksgiving turkeys for Bean's Café; the third project was assembling Christmas "beanie boxes" for individuals that Bean's Café supports. The chapter delivered 92 beanie boxes. The last project was the Chapter's most successful and rewarding, the Chapter's fourth annual "Idita-Roll" toilet paper drive for Bean's Café. Bean's Café uses over 56,000 rolls of toilet paper a year. Chapter members enlisted community members, government agencies, and Anchorage businesses into this project and raised 4,122 toilet paper rolls. More importantly, the student chapter's efforts, contributions, and focus this year further raised an awareness within the Anchorage community for supporting the humanitarian services provided by Bean's Café.

Dr. Dave Rambow, faculty advisor to the WBU-Anchorage Campus SHRM Student Chapter commented: "I am extremely proud of the SHRM student chapter leaders and chapter members for their hard work and commitment to their chapter goals. The recognition by SHRM with the 2016-2017 Outstanding Student Chapter award validates their hard work."

The Wayland Baptist University, Anchorage Campus SHRM Student Chapter 5583 was chartered by SHRM in 2006 and currently has 12 members. For more information on the WBU-Anchorage Campus SHRM Student Chapter visit the Chapter's web site at: <https://www.wbu.edu/campuses/anchorage/shrm/index.htm> and website at <https://alaska.shrm.org> or email us ([akshrm@gmail.com](mailto:akshrm@gmail.com)) ★





EDUCATIONAL



SKILL



UNIVERSITY



STUDYING

# The Alaska SHRM State Council Scholarship

MONEY



GOAL



PLAN



SUCCESS



The Alaska SHRM State Council serves the state's HR professionals by providing professional development opportunities.

The Alaska SHRM State Council serves the state's HR professionals by providing professional development opportunities. The Alaska SHRM State Council offers a **\$500 HR professional certification scholarship**. This scholarship supports HR professionals pursuing professional certification. The recipient will receive a check in the amount of \$500 (made payable to the HR Professional) towards professional certification. The qualifications for applying for the certificate scholarship can be found within the on-line application form. The **application deadline for certification scholarship is November 1, 2017**. The application form is found on-line at: [https://alaska.shrm.org/sites/alaska.shrm.org/files/Certification%20Scholarship%20FINAL\\_Approved%202015%20Update%20-%20fill%20in.pdf](https://alaska.shrm.org/sites/alaska.shrm.org/files/Certification%20Scholarship%20FINAL_Approved%202015%20Update%20-%20fill%20in.pdf)

Additionally, the Alaska SHRM State Council provides a **\$500 academic scholarship** for students. The qualifications for applying for this academic scholarship can be found within the on-line application form. The **application deadline for academic scholarship is November 1, 2017**. The application form is found on-line at: [https://alaska.shrm.org/sites/alaska.shrm.org/files/2013%20College%20Relations%20Scholarship%20FINAL\\_website.pdf](https://alaska.shrm.org/sites/alaska.shrm.org/files/2013%20College%20Relations%20Scholarship%20FINAL_website.pdf) ★

Information provided by Dave Rambow, Ed.D. Alaska SHRM State Council SRM Foundation Director at [rambowd@wbu.edu](mailto:rambowd@wbu.edu)

# SHRM Foundation Fall Scholarships



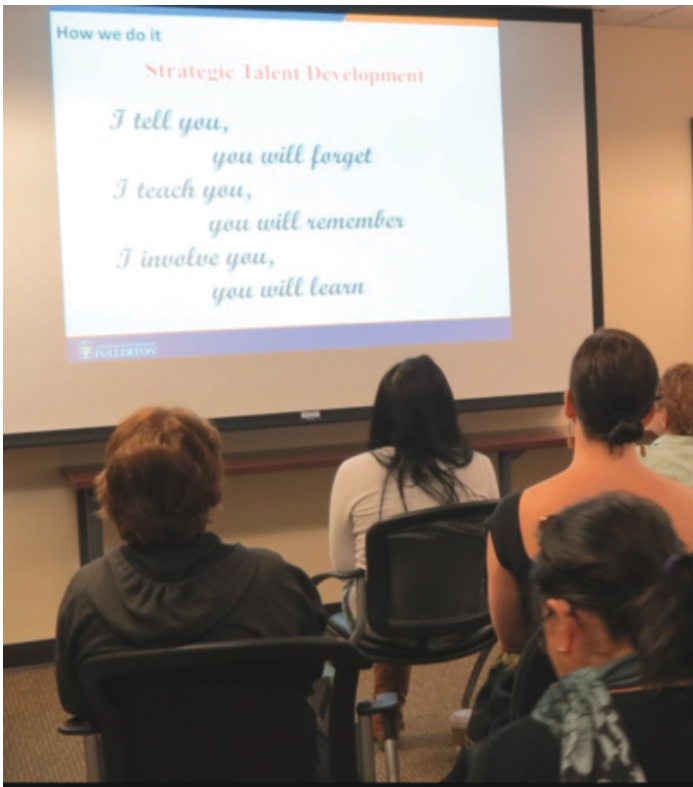
For 2017, the SHRM Foundation will award \$500,000 in scholarships to HR professionals seeking certification, and to undergraduate and graduate students who are members of SHRM. The intent of this brief article is to provide scholarship information and to encourage HR professionals and university students to apply.

For HR professionals and students, SHRM offers a **Certification Scholarship** for the spring 2018 exam testing period. The Certificate **Scholarship amount is \$750** for SHRM Certification exam and/or preparation for the SHRM-CP or SHRM-SCP certification. For fall, 110 scholarships will be available with 10 scholarships reserved for members engaged in veterans or aging workforce issues in a professional or volunteer capacity. The **deadline to apply for the certificate scholarship is October 10, 2017.** To be eligible to apply an applicant must meet the following criteria:

- Current SHRM member (professional or student membership must be active when applying and throughout the year in which award is granted).
- Meet eligibility requirements for SHRM Certification Exam.
- Took certification exam in 2017 or plan to sit for certification exam within next 12 months.

The SHRM Foundation established the following selection criteria: 1) HR involvement (work experience) and future career plans (progression) counts for 40%; 2) SHRM volunteer activity, and other volunteer activities counts for 40%; and financial need counts for 20%.

The **Certification Scholarship** application process is on line at: <https://fs16.formsite.com/SHRMFdn/form30/index.html>







# Anchorage Society for Human Resource Management

## Education & Certification Preparation Network Schedule – Fall/Winter 2017

SESSION SCHEDULE			
Date	Topic	Guest Speaker / Facilitator	Location
September 25th (Mon)	Introductions	Shara English, MHRM, SHRM-CP, SPHR and Sharon Boegel, SHRM-CP, PHR	Cook Inlet Housing
October 2nd (Mon)	HR Competencies & Learning Styles	Heather Kinzie, SHRM-SCP SPHR, GPHR	Cook Inlet Housing
October 4th (Wed)	Functional Area #1: HR Strategic Planning	Heather Kinzie, SHRM-SCP SPHR, GPHR	Cook Inlet Housing
October 9th (Mon)	Functional Area #2: Talent Acquisition	Heather Kinzie, SHRM-SCP SPHR, GPHR	Cook Inlet Housing
October 16th (Mon)	Functional Area #3: Employee Engagement Retention; Functional Area #4: Learning and Development	Chris Ross, CSP, CPLP	Cook Inlet Housing
October 18th (Wed)	Functional Area #5: Total Rewards	Ann Kjera, SHRM-SCP, SPHR	Cook Inlet Housing
October 23rd (Mon)	Functional Area #6: Structure of the HR Function	Ann Kjera, SHRM-SCP, SPHR	Cook Inlet Housing
October 30th (Mon)	Functional Area #7: Organizational Effectiveness	Ellen Izer, SPHR, CPP	Cook Inlet Housing
November 1st (Wed)	Functional Area #8: Work Force Management (Cont.); Functional Area #9: Employee Relations	Ellen Izer, SPHR, CPP	Cook Inlet Housing
November 6th (Mon)	Functional Area #10: Technology & Data; Functional Area #13: Risk Management	Chris Ross, CSP, CPLP	Cook Inlet Housing
November 13th (Mon)	Functional Area #11: HR in Global Context; Functional Area #12: Diversity & Inclusion; Functional Area #14: Corporate and Social Responsibility	Heather Kinzie, SHRM-SCP, SPHR, GPHR	Cook Inlet Housing
November 15th (Wed)	Functional Area #15: US Employment Laws & Regulations	Renea Saade, J.D.	Cook Inlet Housing
November 27th (Mon)	Review	Shara English, MHRM, SHRM-CP; SPHR and Sharon Boegel, SHRM-CP, PHR	Cook Inlet Housing
November 29th (Wed)	Final Exam	Shara English, MHRM, SHRM-CP; SPHR and Sharon Boegel, SHRM-CP, PHR	Cook Inlet Housing

**Sessions will be held at Cook Inlet Housing @ 3510 Spenard Road**

**Session times are 5:30 pm – 8:30 pm**

*SHRM Test Taking Window for the SHRM-CP/SHRM-SCP*

*Exam is Dec.1, 2017 to Feb. 15, 2018*

**Cost:** \$195 for SHRM members; \$245 for Non-SHRM members

SHRM Learning System Materials (optional):

\$495 plus approx. \$50 shipping/handling.

The order will be placed on Sept. 26th. **Payment is due at time of order.**

### **SHRM-CP/SCP Boot Camp Schedules**

**\*\*To be announced\*\***

(Schedule TBD)

These optional sessions provide in-depth and intense learning opportunities for

SHRM-CP and SHRM-SCP candidates. They will take place daily with the exception of regular study session days at the end of the program.

**Individuals participating in the boot camp need to commit to ALL sessions**

Contact Shara English 538-7071 or Sharon Boegel at 884-5218; email: [ecpn.ashrm@yahoo.com](mailto:ecpn.ashrm@yahoo.com)



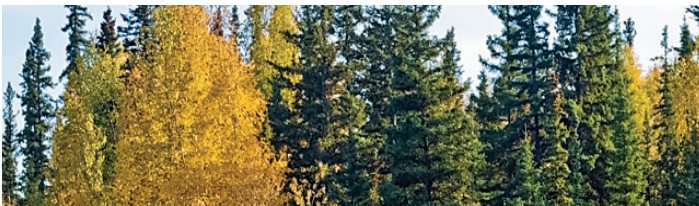


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<http://www.shrmalaska.org>

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