

Council Prospector

ISSUE 1 | 2017

Nuggets From Alaska SHRM



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Introducing your 2017
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Register Now: Alaska State HR Conference
HR Mission Possible

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

OFFICIAL PUBLICATION OF THE ALASKA SHRM STATE COUNCIL



WE SUPPORT YOUR STRATEGY

Health & Welfare

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.

HR Services

Our HR Services Partners can help you with anything HR: Recruiting, on-boarding, policies and handbooks, employee records, compliance, training, performance management, compensation, benefits administration, off-boarding, and HR systems that put information at your fingertips and take away the time and pain of traditional HR.

Retirement

Our Retirement Services Advisors will help you design the right retirement plan, select and manage vendors, monitor investment performance, educate your employees about the plan and planning for retirement, and train your fiduciaries to meet their fiduciary obligations.

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.



CONNECTHR_{LLC}

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2016 - Anything is Possible!



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Wayland Baptist University (WBU)- Anchorage Campus SHRM Student Chapter Delivers Holiday Meals and Christmas Cheers to Bean's Cafe



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2017 ALASKA
STATE COUNCIL
BOARD OF DIRECTORS



AK STATE COUNCIL DIRECTOR
Anne Sakumoto, SHRM-CP, PHR

AK STATE COUNCIL DIRECTOR-ELECT:
Ben Krisher, SHRM-CP, PHR

AK STATE COUNCIL PAST DIRECTOR:
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Ann Flister, SHRM-SCP, SPHR

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CERTIFICATION DIRECTOR:
Molly Webb, SHRM-CP, PHR

SOCIAL MEDIA DIRECTOR:
Nancy Miller, SHRM-SCP, SPHR

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



It's 2017! With the passing of another year we are reminded that changes, positive and negative, are happening all around us. It's important to remember that the changes in our lives don't define us. The fact that we push onward, despite any unforeseen challenges, is what defines us. A few updates follow:

Your Alaska State Council had its 2017 annual planning meeting on February 4, 2017. We had 100% attendance and participation by all continuing and new 2017 board members. Each of the State Council directors and the local chapters (Southeast, Northern Alaska, Mat-Su and Anchorage) around the State spoke about their 2017 plans and initiatives. I'm also very pleased to announce Ben Krisher, SHRM-CP, PHR was elected to serve as Director-Elect. Ben will be your Alaska State Council Director for 2018-19! We were fortunate to have a couple of guest speakers also join us. Dianna Gould our SHRM Pacific West Division representative provided an information-packed presentation, provided updates and answered questions about SHRM's resources and support. Nancy Miller, President of NHRMA (the

Northwest HR Management Association) which includes Alaska, Oregon and Washington, shared NHRMA's updates and strategic plans following the NHRMA annual planning meeting in Seattle, Washington on January 27 & 28, 2017.

The 2017 Alaska State HR Conference "HR Mission Possible" will be held in Anchorage May 18-19, 2017. Be sure to take a look at the agenda, topics, speakers, and vendors. You'll want to register and be here to learn and network with other HR professionals. The conference has been sold out in prior years and you can see why. It brings timely and relevant topics and information to Alaskans. The speakers are experts in their field, with an eye on Alaska and a broader view of the nation. For those who are needing recertification credits, it is pre-approved for 14 SHRM & HRCI Credits. See more information at the website: <http://alaska.shrm.org/conference>

Regarding additional professional development opportunities, the 2017 and early 2018 Webinars are close to being finalized. See the schedule inside this issue of The Council

Prospector or check out our Meetings and Events website. These webinars are available to you at no charge and generally include SHRM and/or HRCI recertification credits for attending the full webinar. We're all very busy; however, please don't let another year go by without investing in yourself.

I've said for many years that our employers can no longer promise or guarantee lifelong employment. However some employers can provide us with education or experiences to assist us with lifelong employability. If not our employers providing these opportunities, we ourselves have choices and can control what opportunities we are involved with by remaining educated and engaged by investing time and resources in ourselves.

If you're interested in learning more about the State Council, I encourage you to contact any of your 2017 State Council board members or the board members at your local chapters if you would like to learn more about how to be involved. Stay connected and informed. With your SHRM membership, there are many resources available. You can find a link on our State Council website to connect to the shrm.org website.

Let 2017 be the year you make your own personal and HR Mission Possible!

Anne Sakumoto, SHRM-CP, PHR

Follow us on Twitter • Like us on Facebook • Join us on LinkedIn



Achieve a Little BALANCE

Planning for the Future

On the Road to Riches
The Basics of Saving
and Investing

Credit and Debit

Understanding Credit

Money Management Basics

10 Steps to Financial
Success



Housing

First Time Home Buyer

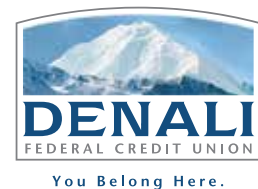
Youth, Teens and Young Adults

College Financing 101
Personal Finances for
College Students Raising
a Money-Smart Kid

Achieve financial BALANCE for your organization with Denali Federal Credit Union. Denali Alaskan offers a wide range of complimentary financial literacy courses by certified BALANCE Ambassadors.

<http://www.denalifcu.org/balance>

For more information and to schedule a BALANCE workshop for your organization, contact Francy Bennett at 907-257-9489 or Francy.Bennett@denalifcu.com.



Introducing your 2017 NHRMA Board of Directors!



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Alaskan representatives include Nancy Miller, President, Patty Billingsley, Past-President, Patty Hickok, Professional Development Director and Anne Sakumoto, Director, Alaska SHRM State Council.

The Northwest Human Resource Management Association (NHRMA) is a unique regional SHRM affiliate that provides professional development opportunities for HR professionals and students in the states of Alaska, Oregon and Washington who are members in good standing with the Society for Human Resource Management

(SHRM). Learning opportunities include their HR Academies and annual NHRMA conference. They also recognize members and chapters through their annual awards program. NHRMA offers financial support to the SHRM student chapters including the sponsorship of a brand new scholarship through the SHRM Foundation to attend the SHRM annual conference.

For more information on NHRMA and the services and benefits they provide to HR professionals and students in the states of Alaska, Oregon and Washington, please visit www.nhrma.org.

AK State Council 2017 Board of Directors



AK State Council Board group photo:

Left to right: Ann Flister, David Rambow, Charla Brown, Joyce Rindner (standing in for Ann Kjera), Emi Aubertine, TJ Alinen, Patricia Mitchell, Sonya Conant, Ben Krisher, Dianna Gould, Nancy Miller, Anne Sakumoto, Chad Brown.

Anchorage Chapter 2017 Board of Directors



Anchorage Chapter Group Photo:

Front Kneeling: Ashley Madewell and Thomas Showalter

Middle: Pam Hunsuck, Ann Kjera, Marie Husa, Shara English

Back: Rachel Rodriguez, Sharon Kazem, Nicole Culbertson, Brian Zematis, Kirk Henke



ALASKA SHRM WEBINARS

Winner of SHRM's
National Pinnacle Award

<http://alaska.shrm.org/events>

All our programs are pre-approved for HRCI and SHRM credits.

Note from the Professional Development Director by TJ Alinen

It's been an exciting winter planning the 2017 and 2018 professional development and educational programming for Alaska SHRM. It is our number one goal to provide Alaska SHRM membership with exciting and relevant programming. If you have any suggestions programming, please email me at tj.alinen@gmail.com.

Webinar Programs:

February 24, 2017

Workplace Investigations

Richard Birdsall, J.D., B.A.
The Growth Company, Inc

March 24, 2017

Wellness in the Workplace – Strategies for Engagement

Jennifer Spence, VP, Health & Productivity
Alliant Employee Benefits

April 2017

Program Still Pending

September 22, 2017

Internet/Cyber Security for HR Professionals

Courtney Targos
The Threat Informant

October 27, 2017

The HR Department Of One

Dianna Gould
Society for Human Resource Management

November 17, 2017

The Real Deal on Form I-9

Dave Basham, Management & Program Analyst
US Citizenship and Immigration Services

Conferences and Seminars:

May 18 – 19, 2016

Alaska State HR Conference

Anchorage Hilton
<http://alaska.shrm.org/conference>

SAVE THE DATE!

Alaska State HR Conference

HR MISSION POSSIBLE



May 18-19, 2007 Anchorage Hilton

<http://alaska.shrm.org/conference>

14 HRCI/SHRM Credits | 31 Sessions | 300+ HR professionals | 170 +companies

ATTENDEES

Early Bird Rates
\$400 Members
\$600 Non-Members*
*(includes SHRM Membership)
\$100 Students**
**(must be a SHRM Student Member)

SPONSORS/EXHIBITORS

Early Bird Rates

\$400 Exhibitors
\$1000 Silver Sponsor
\$1,500 Gold Sponsor
\$2,000 Platinum Sponsor

31 sessions

13.5 Recertification Credits
Speakers include:
Al Bolea, Lynne Curry,
Heather Kinzie, Gregory Fisher, ...
and more!

REGISTER TODAY!

Sessions presented include

AMAZING topics like:

- Digital Recruitment: Why going social is engaging (and necessary)
- RIFs Done Right
- Transgender Transitions in the Workplace
- Sustainability in your Benefits Program
- Learn and Go: Implementing Workplace Change
- Why Cyber Security is HR's Business
- Conducting Effective Employment Investigations
- Compensation: Putting Strategy into Practice
- The Magic Behind High Performance Teams
- Negotiation Skills for the HR Professional
- Avoiding Common Wage & Hour Violations
- Five Mindsets, One Goal: Generations
- Is it Performance Management or Managing Performance?
- Unemployment Insurance 101
- We Got Weed! Developments in Legalization in Alaska
- HR Department of 1...or 2 or 3 or 4!
- Social Media: Building a Sustainable and Strategic Presence
- Networking Event @ Exhibit Hall
- Finance for the HR Professional
- Please Sue Me - Alaska Edition
- Worker's Compensation
- 401(k) Plan Trends: What You Need to Know Now
- BYOD (Bring your Own Device)
- Affirmative Action: An Introduction
- When is Enough Enough? Reasonable Accommodations
- Building Your HR Brand
- What Can You Do? The Campaign for Disability Employment
- When Violence Shows Up at Work
- You're Fired! Employee Discipline and Terminations
- No More Lecture: How to Deliver Interactive Training
- The Tragedy of No HR Strategy
- Alaska Economic Forecast

SAVE THE DATE
Alaska State HR Conference

HR MISSION
POSSIBLE

May 18-19, 2017 Anchorage Hilton
<http://alaska.shrm.org/conference>



Why Attend?

Learning | HRCI & SHRM Credits | Networking | Exhibit Hall

- **Learn**

A conference is a great place to learn. Kind of obvious right? If you think you know it all, then you should definitely attend, because you don't. Listen to top-of-the line subject matter experts share with you relevant and timely information that will increase your knowledge and help you be an even better HR professional.

- **HRCI & SHRM Credits**

Need recertification credits? Get 14 HR pre-approved HRCI & SHRM credits in just two days. If you have an SPHR you get 7.5 Business credits (formerly Strategic).

- **Networking**

Meet people! This is networking in its truest form! HR professionals from many industries, over 170 employers and 17+ communities in Alaska!

- **Exhibit Hall**

Talk with vendors! We all are using vendors to help run our business, so this is a great time to see what's new, talk, and connect with current and potential vendors.

- **Return to Work Inspired**

Be inspired and challenged to think differently, to expand your knowledge base and soak in the positive energy from others that love the profession as much as you do!

- **Budget Reminder**

Regardless of when your budget cycle is, remember to allocate a budget line for your attendance to the 2017 Alaska State HR Conference.

SHRM MEMBERSHIP AT-A-GLANCE



SHRM's PRESENCE IN GLOBAL
OVER 285,000 MEMBERS IN 165 COUNTRIES

93%

The Resources
are trusted

of Fortune 500 Companies are
represented in SHRM's Membership

SHRM Members get all this..



Ask an HR Advisor Service



HR Magazine & E-newsletters



Discounts on all SHRM Public
Workshop



Discounts on SHRM Certification &
Educational Offerings



Free Webcasts



Recertification Credits

Customizable HR Tools



Sample Interview Questions



Sample Job Descriptions



Sample Policies



Sample Forms

Maintain Your SHRM Credential with Recertification

By Molly Webb, Certification Director

visit shrmcertification.org/recertify

The HR profession is constantly changing and evolving. It is important for certified professionals to continually update their HR competencies and knowledge. Achieving certification as a SHRM-CPSM or SHRM-SCPSM is the first step. Recertifying demonstrates your commitment to the profession, to your organization, and to yourself through lifelong education and professional development.

HR professionals may maintain their SHRM-CP or SHRM-SCP credential by engaging in professional development activities that relate to the Behavioral Competencies and Functional Areas of Knowledge identified in the SHRM Body of Competency and Knowledge™

(SHRM BoCK™). The incorporation of competencies into the SHRM BoCK greatly expands the range of activities that will qualify for

Professional Development Credits (PDCs). To recertify, you must earn 60 PDCs every three years, or retake the certification exam.

SHRM created three avenues by which SHRM-CP and SHRM-SCP credential holders can earn PDCs:

- Advance Your Education through continuing education activities such as conferences, seminars, webcasts, e-learning, chapter programs and more.

- Advance Your Organization through supervisor-endorsed work projects that support organizational goals and demonstrate capabilities in one or more of the HR Competencies.

- Advance Your Profession through thought leadership and volunteer activities that contribute to the development of the HR profession and the community.

For detailed descriptions of what activities qualify for PDCs, refer to the SHRM Recertification Handbook.

To start the recertification process, visit shrmcertification.org/recertify.



A SHRM FOUNDATION SCHOLARSHIP WINNER

In 2017, **WE'RE READY TO HELP YOU** **MEET YOUR GOALS!**

Apply for these scholarships in 2017:

- **Annual Conference & Exposition Scholarships**
Deadline: March 15th
- **SHRM Certification Scholarships**
Deadlines: April 10th and October 10th
- **Give50 Academic Scholarship**
Deadline: April 10th
- **Seminar Scholarships**
Deadline: April 10th
- **Diversity and Inclusion Conference & Exposition**
Deadline: July 10th
- **Susan R. Meisinger Fellowship for Graduate Study in HR**
Deadline: August 15th

HR students in Alaska, Oregon and Washington are encouraged to apply for the:

Northwest Human Resource Management Association Scholarship to attend the SHRM Annual Conference & Exposition in New Orleans



Submit your application by:

March 15, 2017

Learn more at

shrmfoundation.org

SHRM
Foundation



Wayland Baptist University (WBU)- Anchorage Campus SHRM Student Chapter Delivers Holiday Meals and Christmas Cheers to Bean's Café

During the month of October, members of the WBU-Anchorage Campus, SHRM Student Chapter conducted a community service fundraiser. The purpose of the fundraiser was to raise money to purchase Thanksgiving turkeys and hams for Bean's Café Thanksgiving Day meal. For a week, chapter members cooked chili and hot dogs for campus students. Students were asked to contribute towards this community service event. The fundraiser raised over \$380.00. The Student Chapter purchased and delivered 10 turkeys and 5 hams to Bean's Café. The staff at Bean's Café were overwhelmed by the students' contribution. The Director of Bean's Café reported that everyone had a wonderful Thanksgiving Day meal, and were thankful to the community for caring and sharing.

During the month of December, the SHRM Student Chapter conducted its 5th Annual "Christmas Beanie Box" drive. This community service drive asked campus students, faculty, and staff to contribute items that went into a Christmas Beanie Box. A Christmas Beanie Box contained personal hygiene products, stocking cap and mittens, and a small Bible. The staff at Bean's Café distribute these boxes to the homeless and working poor that are serviced by Bean's Café. On December 20th, members of the Student Chapter delivered 97 Beanie Boxes to Beanie Café.

Bean's Café provides meals and shelter for the homeless and working poor population of Anchorage. Bean's Café operates from the contributions made by individuals and organizations. Individuals or organizations interesting in assisting Bean's Café and its noble mission can visit the Bean's Café website: <https://www.beanscafe.org>, or telephone at (907) 433-8600. *



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.”



2017 Anchorage Chapter (ASHRM) Board Members

<http://www.shrmalaska.org>

OFFICERS

- Ann Kjera, SPHR, SHRM-SCP, President.....(907) 929-9217
- Joyce Rindner, President Elect.....(907) 575-4458
- Michael Ward, SPHR, GPHR, SHRM-SCP, Past-President....(907) 777-0226
- Sharon Kazem, SPHR, SHRM-SCP, Treasurer(651) 788-0783
- Kirk Henke, SPHR, SHRM SCP, Secretary(907) 830-3872
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- April Park, SHRM-SCP, SHRM Foundation (CLA).....(907) 550-2290
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- Emi Aubertine, PHR, SHRM-CP, Awards & Recognition(907) 257-7296
- Vacant: Community & External Relations
- May Main, Diversity (CLA)(907) 743-5714
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- Jordan Pahkala, PHR, SHRM-SCP, Public Relations(907) 306-6167
- Doug John, Webmaster(907) 343-3280



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- Joy Will, Alaskan Brewing Co., Certification
- Christine Twete, Hecla Mining, Communication
- Charla Brown, UAS, Professional Development/College Relations.....(907) 796-7207
- Patty Hickok, NANA Development Corp.Membership (Interim).....(907) 265-3751



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- Willow Bowen, SPHR, SHRM-SCP, Secretary..... (907) 459-2027
- Leisa Kelsey, SHRM-CP, Treasurer..... (907) 451-7155
- Anita Hartmann, Ph.D., SPHR-SHRM-SCP, VP Programs.....(907) 590-7555
- Teresa Brand Sharpe, PHR, SHRM-CP.....(907) 458-5740

2017 Matsu Valley Chapter Board Members

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- Tammy Parkhurst, Secretary.....907-861-8551
- Violet May Mills, Treasurer.....907-352-1200
- POSITION AVAILABLE, Communications Director
- POSITION AVAILABLE, Foundation Director
- POSITION AVAILABLE, Legislative Director
- Stephanie Vitt, Membership Director.....907-861-8007
- Sonya Conant, Programs Director.....907-861-8432

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