

Council Prospector

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Nuggets From Alaska SHRM



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Alaska SHRM State Council **Message**

Ben Krisher, SHRM-CP, PHR 2018-19 Director



Each year, the Alaska SHRM State Council sets goals and initiatives to help move the HR profession in Alaska forward. These goals are focused around a variety of areas, including: providing professional development opportunities, keeping SHRM members in the state up to date on the latest laws and policies affecting our workplaces, supporting the next generation of HR professionals, highlighting best practices around diversity and inclusion, ensuring our members are able to prove to their employers their competence and professionalism by earning and renewing their HR certifications, and communicating this all out to every member on a regular basis through our quarterly newsletter and our social media accounts.

Okay, if you're a grammar nerd like me you'll recognize that was quite the run-on sentence, but I stand by it. You see, it's almost impossible to encapsulate what the Alaska SHRM State Council does in a concise manner. Each of our volunteer SHRM members who serve on the State Council contributes to the Alaskan HR professional in a profound and meaningful way, and the beginning of the

year is the perfect time to recognize how much we have to look forward to over the coming months.

Our Legislative Director Molly Webb doesn't only provide updates to Alaskan SHRM members on legislative matters, but makes sure that communication with our lawmakers is a two-way street by providing insight to HR matters back to the very people who make our laws. Important note: if you haven't signed up for the A-Team yet, be sure to look for a special article in this issue about what you're missing out on!

Our new Professional Development Director Jillian Caswell is already hard at work lining up speakers for our award-winning (and free!) monthly webinar series. Last year these webinars covered a variety of topics from workplace violence to I-9 compliance. This year promises to provide the same type of high-quality content in the same easy-to-access format, ensuring our members have the skills and information necessary to excel at their jobs.

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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.

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Each of our volunteer SHRM members who serves on the State Council contributes to the Alaskan HR professional in a profound and meaningful way, and the beginning of the year is the perfect time to recognize how much we have to look forward to over the coming months.

”

Our Certification Director Emi Aubertine takes this to the next logical step, championing the importance of certification within our profession. Her work helps ensure our Alaskan members have the opportunities to earn and renew their SHRM-CP and SHRM-SCP certifications, in addition to the SHRM-offered micro-credentials and the PHR and SPHR.

Speaking of skills development and learning, our Workforce Development Director Patty Hickok (who also serves as our Membership Director) is making sure we start early, coordinating the HR community's involvement with the Junior Achievement program in Alaskan schools. By providing volunteers to this effort, we're making sure the next generations are prepared to become a productive part of our workforce. She'll also be coordinating the State Council's involvement with a variety of job fairs, helping job seekers make the best possible impressions.

Meanwhile, Dr. Dave Rambow, our College Relations Director, is again contributing to the Student Conference held by the Northwest Human Resource Management Association (NHRMA), in conjunction with the Oregon and Washington State Councils. He's also leading Alaska's three student chapters in their participation of this conference, and in their continuing development of the next set of HR professionals.

And our Diversity and Inclusion Director Susan Lasater will be interviewing organizations across the state to share best practices and policies that help them succeed with their diversity and inclusion goals. In an increasingly complex work environment, ensuring everyone feels welcome – and able to contribute – in the workforce is critical to a company's success, and we want to be sure HR is leading the charge in this area.

Supporting all of this work – and giving out thousands of dollars a year in professional and student scholarships for conferences and certifications – is the SHRM Foundation. Over the year you will hear from our Foundation Director Nancy Miller about all the important learning the SHRM Foundation supports, and also how you can join Team Empower so this work can continue.

And then there's all the amazing things that are being done this year at the Chapter level. Whether it's Anchorage (led by Patty Hickok), Mat-Su (led by Jessica Murphy), Northern Alaska (led by Leisa Kelsey) or Southeast (led by Jaylene Owen) each of the Chapters are full of energy and fantastic ideas that are helping our members continue to grow and develop. If you're a Chapter Member, you're in for a real treat – and if you're not associated with any of our Chapters, I highly urge you to update your profile on SHRM.org so you can take advantage of the benefits of Chapter membership.

Of course, it wouldn't be possible to read about any of this without the efforts of our Communications Director Ann Flister, who enables us to put out this great newsletter each and every quarter. And our Social Media Director Dr. Charla Brown makes sure that in between issues of the Council Prospector we're still getting important information out; be sure to follow our social media accounts to stay up to date on the latest news and events.

Our Past Director Anne Sakumoto will be providing guidance, insight, and support to all of our Directors, helping out wherever and whenever needed. Her wealth of HR experience – and her selfless approach to volunteerism – continues to inspire us all.

And finally, our Treasurer and Secretary Ann Kjera will be making sure that the State Council has the tools and business operations acumen to continue to drive all of our initiatives forward. I'm also very excited to share that this year Ann is serving as the 2019 Director-Elect, which means she will be the Alaska SHRM State Council Director in 2020 and 2021 – and I cannot wait to see what she has in store for us!

If that seemed like a lot to read through, it's only because your Alaska SHRM State Council has so much in store for you this year. I hope that you all are as excited as I am for the coming events and activities, and that you'll join me over the next several months as we all work to push the HR profession forward.

Thank you! ✨

Ben Krisher
Director, Alaska SHRM State Council

Anchorage's New Website!

The Anchorage Chapter (ASHRM) has a new look and a new platform. Take a minute to visit our new website at <http://shrmalaska.org>.



Remote Access Available for Northern Chapter Programs



While NASHRM strongly encourages its members to attend the monthly trainings in person, we recognize that in-person attendance is not always possible. Over the next three months (March-May 2019), NASHRM will offer a trial period to allow members who cannot attend the training in person to participate through UberConference.

You may either call in on the phone or join the call via the weblink below:

- Join the call: <https://www.uberconference.com/lkelsey>
- Optional dial-in number: 907-290-7680
- No PIN needed

The monthly chapter luncheon programs are held at the Fairbanks Memorial Hospital Bentley Room, beginning at 11:45 AM on the third Thursday of the month. Here are the topics scheduled for Spring 2019:

March 21, Health Care Update

April 18, Preventing Violence in the Workplace

May 16, Legislative Update

More information is on the Chapter webpage. <https://northernak.shrm.org/events>.*

10TH ALASKA STATE HR CONFERENCE



Amazing Keynote Speakers!!



JOHNNY TAYLOR
SHRM PRESIDENT/CEO



STEVE GILLILAND
SPEAKER & AUTHOR

EARLY BIRD RATES THROUGH AUGUST 25, 2019

ATTENDEES

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***(includes SHRM Membership, value \$209)**

\$200 Students**

**** (must be a SHRM Student Member)**



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[HTTP://ALASKA.SHRM.ORG/CONFERENCE](http://alaska.shrm.org/conference)



Meet Your 2019 Southeast Alaska Chapter Board

The Southeast Alaska SHRM Chapter is unique in that it spans as far north as Yakutat and as far south as Prince of Wales. A newly structured board reflects the regional nature of this chapter and has exciting things planned this year to promote the HR community in the area. Below are brief bio sketches of these new board members.

President, Jaylene Owen (Sitka, AK)



Jaylene is a native of Southern California and moved to Alaska in 2016. She is currently the HR & Payroll Director for Hames Corporation in Sitka and has a proven track record of success in HR with expertise in training and development, performance management, recruitment, employment relations, and benefits. She holds an MA in I/O Psychology and a BS in Psychology with a minor in Business Administration.

Vice President, Dr. Charla Brown (Juneau, AK)



Charla is a native of Texas and moved to Alaska in 2013. She is currently the Chair of the Business & Public Administration Department at the University of Alaska Southeast in Juneau. She is also the faculty lead for the HR emphasis in the BBA program at UAS where she is the chapter advisor for the Virtual UAS Student SHRM Chapter. Charla also serves on the board of the Alaska SHRM State Council and is the College Relations Director for the Northwest Human Resource Management Association. Prior to her career in academia, Charla worked for twenty years in key HR positions at Enron, Continental Airlines, Backcountry.com and Devon Energy. Charla holds a PhD in Applied Social Psychology and a MS in I/O Psychology.

Secretary & Treasurer, Lisa Purves (Juneau, AK)



Lisa is a native of Juneau and currently works for CoastAlaska, a nonprofit organization that manages seven public radio stations in Southeast Alaska: KRBD, Ketchikan; KSTK, Wrangell; KTOO, KXLL, KRNN, Juneau; KFSK, Petersburg; and KCAW, Sitka. Lisa has an extensive history with the SHRM chapter in Juneau and was instrumental in having its name updated to reflect the area's regional nature. She holds a BA in Humanities and Business and has served as Human Resource Officer for various financial institutions including Northrim Bank and Alaska Pacific Bank.

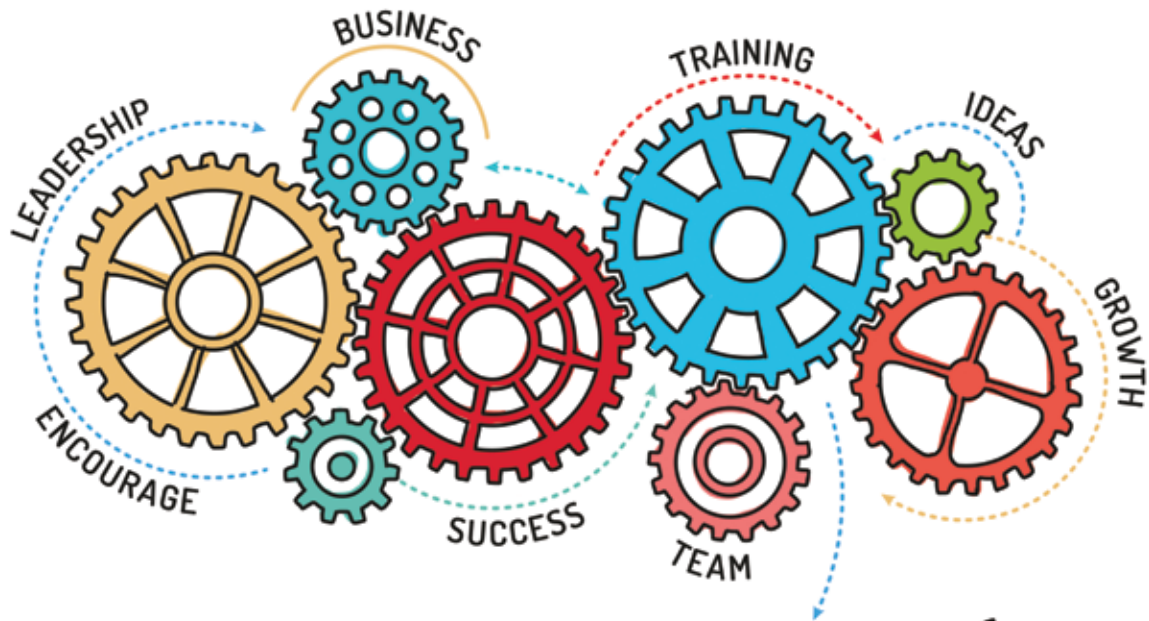
Communications Director, Jaime Bricker (Skagway, AK)



Jaime is proud to be a 5th generation woman of White Pass. She currently works as the Director of Contracts & Land Management for the Scenic Railway of the World, White Pass & Yukon Route. In this role, she assists with various HR-related functions and is a key member of management. Jaime is also the president of the Skagway Traditional Council and also serves as a member of the Skagway School Board. She understands many of the unique challenges faced by employers, employees and organizations in Southeast Alaska and she serves on the SEAK board to bridge the gap across Southeast Alaskan communities and better connect Skagway. She also holds a BBA with an emphasis in Human Resource Management from UAS.★



Become a SHRM Certified Professional



Learn & Lead

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If your organization does not provide financial assistance, the Alaska SHRM State Council provides a \$500 scholarship to assist you in the pursuit of your professional development.

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Ever wondered what the letters after someone's name means? In an ever-changing world, evolving to keep up with human capital and technological trends is critical to business success. As an HR professional, it's important to prove that you're on top of it all.

That's why SHRM developed the first-ever comprehensive, competency-based certification for HR professionals. The SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) exams test not only what you know, but what you can do with what you know.

The 2019 Spring Exam window is May 1 – July 15, 2019. The regular application deadline was

March 22, but late applications will be accepted through April 12, 2019. Visit www.shrm.org under Learning & Career for more information.

If your organization does not provide financial assistance, the Alaska SHRM State Council provides a \$500 scholarship to assist you in the pursuit of your professional development. Application deadline is November 1, 2019. For more information, visit the Alaska SHRM State Council website at <https://shrmalaska.shrm.org/scholarships-and-awards> or email akshrm@akshrm.org. Be sure to check your local chapter for trainings and scholarships that might be available in your area. ★

A New Congress Equates to a Host of New Workplace Policy Proposals on the Horizon



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On behalf of the more than 300,000 members of the Society for Human Resource Management (SHRM) and the over 115 million employees they represent, we welcome the historic 116th U.S. Congress this spring. With Democrats regaining the majority in the U.S. House of Representatives, policy proposals impacting the workplace will be front and center before the 116th Congress. Likewise, the Trump administration is expected to continue implementing regulations that impact work, the worker and the workplace, such as the long-awaited rewrite of the Fair Labor Standards Act overtime rules.

As the voice of all things work, SHRM will partner with new and continuing members of Congress on public policy issues that create better workplaces and a better world. Our advocacy will have a laser focus on workforce development, workplace immigration, workplace equity and paid leave.

HR professionals sit at the intersection of work, the worker and the workplace. SHRM members are uniquely aware that a healthy, productive workforce powers our economy and our nation. That is why we are intensely focused on public policies that influence modern workplaces. We believe several related issues are ripe for bipartisan progress in the new Congress, including:

- Supporting effective workforce development strategies;
- Advancing healthy work cultures and workplace equity;
- Enacting modern paid leave and workplace flexibility solutions; and
- Building a modern immigration system that fuels economic growth and protects U.S. workers.

Leveraging our 300,000 members, SHRM and HR professional coast to coast, as able, partners with – and resources for – Congress. Where others talk about challenges, we develop and promote solutions

This is an exciting time to engage in crafting and implementing policies that improve the lives, livelihoods and futures of millions of our fellow Americans. **Not already a member of SHRM's rapidly growing advocacy network, the SHRM Advocacy Team?** Join us as a member of the A-Team to join more than 10,000 of your peers nationwide and over 90 within Alaska in raising the HR voice when workplace public policy issues are being discussed by those elected to represent you in Congress, and in the state of Alaska.

In addition, **SHRM's Employment Law & Legislative Conference**, March 18-20, 2019, in Washington, D.C., is designed to help you understand the complex legal landscape that affects your organization while ensuring you are creating high-performing workplace cultures. **Please review the robust schedule of events and join us in the nation's capital this spring.**

In the meantime, below is a link to a snapshot of our 2018 initiatives and our policy priorities for 2019. We welcome you to get involved today:

<https://cqrcengage.com/shrm/file/2SqwqE948ZL/SHRM%20Member%20Infographic%20Final.pdf>

*Questions? Email Meredith Nethercutt, SHRM's Director of Member Advocacy, at mnethercutt@shrm.org. **



2019 Anchorage Chapter (ASHRM) Board Members

<http://www.shrmalaska.org>

Patty Hickok, SPHR, SHRM-SCP, President.....(907)-265-3751
Nancy Miller, SPHR, SHRM-SCP, President Elect.....(907)-265-3751
Molly Webb, SPHR, SHRM-SCP, President.....(907)-263-5541
Brenda Eickhoff, PHR, SHRM-CP, Secretary
Elena Harman, SHRM-SCP, Treasurer(907)-230-8835
Bailey Penrose, SHRM-CP, Awards
Sharon Boegel, PHR, SHRM-CP, Education
Tami Krukoff, SHRM-CP, Diversity
Ann Kjera, SHRM-SCP, Legislative Affairs.....(907)-929-9217
Nicole Culbertson, Membership (CLA)(907)-727-1426
Nancy Miller, SHRM-CP, Programs
Christopher St. John, Public Relations, Webmaster.....(907)-302-7034
Dionne Tennant, PHR, SHRM-CP, SHRM Foundation, Workforce Readiness
Jillian Caswell, SHRM-SCP, College Relations (CLA)
Linda MacCubbin, SHRM-CP, Hospitality(907)-382-8046
Patty Billingsley, SPHR, SHRM-SCP, SHRM Senior Advisor (Appointment)
Thomas Showalter, SHRM-SCP, CCP, Business Partnerships
Brian Zematis, SHRM-SCP Governmental Affairs (CLA).....(907)-269-4980
April Park, SHRM-SCP, SHRM Volunteer Coordinator.....(907)-550-2290
Christopher St. John, Public Relations, Webmaster.....(907)-302-7034



2019 Northern Alaska Chapter Board Members

Leisa Kelsey, SHRM-CP, President (907)-451-7155
Sallie Stuvek, SHRM-CP, Immediate Past President/Treasurer .. (907)-459-1207
Teresa Brand Sharpe, PHR, SHRM-CP, Secretary (907)-458-5740
Willow Bowen, SPHR, SHRM-SCP, Memberships (907)-458-4279
Traci Gatewood, VP Programs (907)-378-8456
Jessica Hill, SHRM-CP, PHR, Webmaster & Social Media Director



2019 Southeast Alaska Chapter Board Members

Jaylene Owen, President/Webmaster)
Charla Brown, Vice President/Professional Development..... (907)-796-7207
Chad Brown, Alaska Permanent Fund Corporation, President(907)-465-7200
Lisa Purves, Treasurer/Secretary
Vacant, Certification
Jaime Bricker, Communication
Vacant, Workforce Readiness
Vacant, Diversity
Patty Hickok (Interim), Membership



Left to right: Tammy Parkhurst, Stephanie Vitt, Layla Lesley, Jessica Murphy and Lisa Pugh.

2019 Matsu Valley Chapter Board Members

Jessica Murphy, President
Layla Lesley, Treasurer & Membership
Stephanie Vitt, Programs
Tammy Parkhurst, Secretary
Lisa Pugh, Communications

SHRM MEMBERSHIP AT-A-GLANCE



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