

# Council Prospector

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*Nuggets From Alaska SHRM*



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Alaska Students Rave Over the NHRMA Student Conference

ASHRM Plans State and National Legislative Employment Update in July



OFFICIAL PUBLICATION OF THE ALASKA SHRM STATE COUNCIL



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**Alaska SHRM State Council Message**



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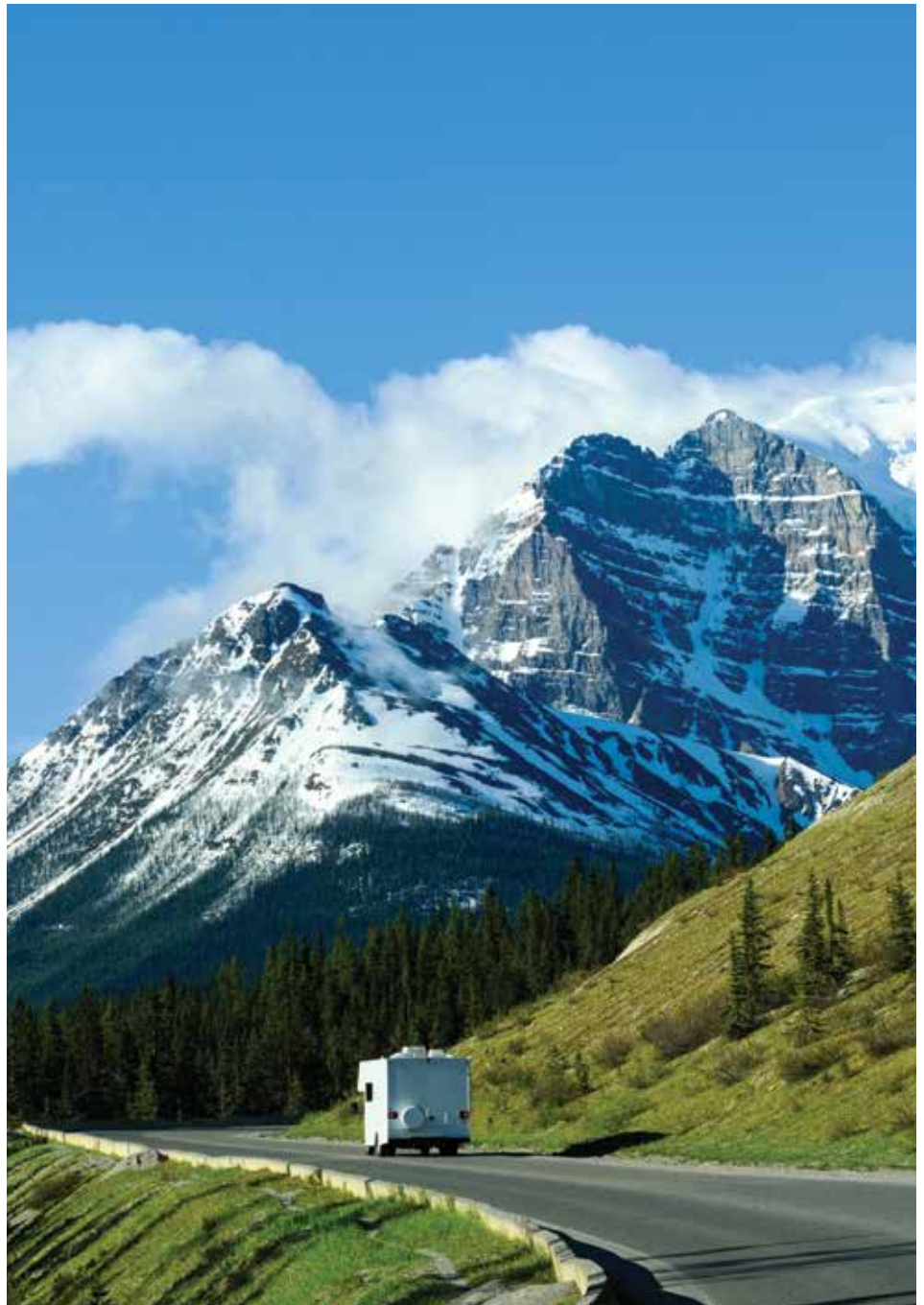
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## Alaska SHRM State Council **Message**

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



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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.*

**B**y the time you receive this issue of the Council Prospector, summer will be in full force across Alaska. As HR professionals, we all know that each season brings about its own unique challenges – for me, summer is when I start staring out my win-

dow more frequently, trying to cram as much as I can into my day so I can get out earlier and enjoy the sun and outdoors.

This year, however, is a little different. After a wonderful and rewarding seven years of





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This has been a difficult decision - I love Alaska and I particularly love working with such a dedicated group of volunteers as we have on the Alaska SHRM State Council – but it’s been made easier because Ann Kjera, our current Director-Elect, has agreed to step into the director role a little early.

”

living in Alaska, happy personal circumstances have led me to decide to turn the page to the next chapter in my life, and I have relocated to the lower 48 states (Denver, CO) effective in June. I will be remaining with my employer, and still plan to visit Alaska often, and I also plan to become involved with the local SHRM Chapter in my new location in some capacity. However, given the circumstances, I have decided to step down from my position as the State Council Director.

This has been a difficult decision - I love Alaska and I particularly love working with such a dedicated group of volunteers as we have on the Alaska SHRM State Council – but it’s been made easier because Ann Kjera, our current Director-Elect, has agreed to step into the director role a little early.

I’ve worked closely with Ann over the last few months on transitioning responsibilities and projects, and she has many excellent ideas that I know will take the State Council forward in our mission to be a stra-

tegic partner with individuals, businesses, community organizations, SHRM and NHRMA in order to encourage the advancement and knowledge of dedicated human resource professionals by providing communication and professional development resources throughout Alaska. I will also continue to be of service to Ann and the entire State Council to the greatest extent possible.

I’m very excited for the future of the Alaska SHRM State Council, and know that we have a truly exceptional group of volunteer leaders helping it along. Thank you to everyone who I have come to know over the last several years for making this such an amazing experience.

Thank you!

Ben Krisher  
Director, Alaska SHRM State Council ★

# Alaska Students Rave Over the NHRMA Student Conference



**S**ixteen students from Alaska attended the Northwest Human Resource Management Association (NHRMA) HR Student Conference held April 5 and 6 in Portland, Oregon. The theme of the Conference was “HR Leaders of Tomorrow.” The two-day conference consisted of HRM Corporate visits on Friday and professional development sessions focused on an HRM career on Saturday. The students who attended tell their impressions of what the NHRMA HR Student Conference meant to them.

April Roark, Chapter President, University of Alaska Southeast (UAS) stated, “The NHRMA HR Student Conference was a great opportunity for all of us to develop our professional network skills and broaden our understanding of Human Resources Management. What was especially helpful was the HRM Corporate visit to Portland General Electric (PGE). The PGE HRM professionals provided an overview of how HRM contributes to the mission of PGE. Also, the breakout sessions held on Saturday enabled us to work together,

share ideas, and create plans to serve our chapters better based on each individual chapters' experiences.”

UAS Chapter member stated they appreciated the hard work that NHRMA volunteers put into planning this event for students, for NHRMA in sponsoring their travel and for the presentation that helped in the advancement of their HRM competencies as they transition into HRM careers.”

Micaiah Rose, Chapter President, University of Alaska Fairbanks (UAF) Student Chapter remarked, “The HR Leaders of Tomorrow Conference was an enjoyable experience for students.” As an MBA student and practitioner of HRM, the 2019 NHRMA Student Conference brought new insights into the significance HRM plays in business strategy. Micaiah further stated, “I was very impressed with the smooth running of the 2019 conference, particularly the Whova app. This app allowed students to network, which brought many of us opportunities to share comments and ideas. Additionally, the speakers were dynamic and engaging and brought relevant and cutting-edge information for the ever-changing business climate HRM operates



within today. We are fortunate to have SHRM and NHRMA as such amazing resources for promoting success in our careers in HRM.” Several UAF Chapter members commented that the NHRMA Student Conference exceeded their expectations. They were unanimous in stating the HRM Corporate visit to Portland General Electric was amazing. The HRM Business Partners discussed current trends and challenges facing Portland General Electric. The students also expressed that the HR Student Conference helped many of them figure out what they wanted to do in HRM.

Penny Mosher, Anchorage Campus Student Chapter Secretary, remarked: “I attended the 2018 NHRMA HR Student Conference in Seattle, and the NHRMA Conference planning team built upon the last conference to make this conference even better. This conference provided me a chance to learn more about my intended profession, meet new peers, and most of all, make network connections. Overall, I learned that a human resources management career will always provide opportunities to learn and grow. Mosher further stated: “I highly recommend that any student pursuing a career in HRM join a local Student Chapter and attend the 2020 NHRMA

HR Student Conference next April.”

The Alaska students summed their experience in these final words: The NHRMA HR Student Conference exceeded our expectations. We better understand the significant contributions that HRM makes towards developing employees’ talents. HRM leaders formulate the HR strategies that provide employees the necessary competencies to implement a business’ strategy. By this, HR leaders align human talent with a business’ strategy.

All the students who attended the NHRMA HR Student Conference thought it was a huge success. They expressed their gratitude to the Alaska SHRM State Council members for their support, to the NHRMA Planning committee for organizing and conducting an exceptional conference, to the leadership of NHRMA for their support, and to their respective university’s leadership for their support and encouragement.

For the 2020 NHRMA HR Student Conference, the NHRMA Conference Planning Committee is looking at Juneau as the next location. With that announcement, the Alaska students shouted: “We are really looking forward to next year conference!” ✨



# 10TH ALASKA STATE HR CONFERENCE



May 14-15, 2020 | Anchorage, AK

## Amazing Keynote Speakers!



**JOHNNY TAYLOR**  
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SPEAKER & AUTHOR

**EARLY BIRD RATES THROUGH AUGUST 25, 2019**

### ATTENDEES

**\$450 Members**  
**\$650 Non-Members\***

**\*(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)**



# ASHRM Plans State and National Legislative Employment Update in July

By Ann Kjera, ASHRM Legislative Affairs Chair

**W**hether you live in Skagway, Anchorage, Nome or Utqiagvik, if you're in Anchorage on July 16, you are invited to attend ASHRM's Legislative Affairs event. This half day event will feature SHRM's Chatrane Birbal and the Alaskan for Sustainable Healthcare Costs President Rhonda Prowell-Kitter.

Ms. Birbal is director of policy engagement at SHRM. She is deeply involved in policy issues on Capitol Hill that impact the workplace, including workforce development, workplace equity, flexibility and paid leave, employment-based immigration, and employer-sponsored benefits. Birbal serves on the board of Women in Government Relations (WGR), the non-partisan professional society dedicated to supporting women's leadership in government relations. She also leads the WGR Membership and Diversity, Equity, & Inclusion Committees. And, she has been featured in the HR magazine.

Ms. Birbal will share with participants The Washington Outlook for HR Public Policy and talk about the Trump Administration and how it will address the many HR public policy issues impacting the work, worker and the workplace. These include initiatives to combat sexual harassment; proposals to address workers' rights and workforce development; proposals on workplace equity; efforts on workplace immigration, including employment verification proposals; and proposals to expand paid leave and workplace flexibility. This presentation looks at how congressional, federal and



*Chatrane Birbal*


*Rhonda Prowell-Kitter*

judicial activities on workplace issues will affect employers and employees and how you can best engage with policy makers on these important issues.

Ms. Prowell-Kitter is the Chief Financial Officer/Plan Administrator for the Public Education Health Trust and is co-chair of Alaskan for Sustainable Healthcare Costs; a non-profit seeking to address the high cost of health care—and employee benefits—in Alaska. Previously, Ms. Prowell-Kitter was principal in a private firm providing accounting services and software implementation throughout the state of Alaska. During her employment with Coopers & Lybrand, Ms. Prowell-Kitter directed the Emerging Business Operations Center; She has more than 30 years of accounting experience

in both the public and private sector. Ms. Prowell-Kitter has served on a variety of charitable committees and boards, including as board chair for the Anchorage Neighborhood Health Center, the largest primary care medical and dental care facility in Alaska.

Ms. Prowell-Kitter will share with participants how the high cost of health care impacts employers and will discuss research and legislation, introduced and passed, that supports health care cost transparency, Alaska's 80th percentile rule, and more.

For more program and registration information, please visit <https://ashrm57216.wildapricot.org/>. 

# Certification Dates and Criteria

**C**ongratulations to those individuals who received their SHRM-CP and SHRM-SCP certification Spring 2019! The Fall 2019 testing window is December 1, 2019 – February 15, 2020. The regular application window is May 13, 2019 - October 18, 2019. Late applications will be accepted up to November 9, 2019. Applications can be submitted through the portal at [www.portal.shrm.org](http://www.portal.shrm.org).

Have you ever wondered if you are eligible to sit for the SHRM-SCP or SHRM-CP exam? Depending on education and HR-related experience, individuals can assess what test might be right for them based on the criteria below. More information on exam eligibility can be found on the SHRM website at [www.shrm.org/certifications](http://www.shrm.org/certifications).

Credential	Less than a Bachelor's Degree*		Bachelor's Degree		Graduate Degree	
	HR-Related Program	Non-HR Program	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
SHRM-CP**	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role

Financial assistance for individuals wanting to obtain their certifications is available through multiple sources. The Alaska SHRM State Council provides a \$500 scholarship that can be used to purchase test materials, attend a certification preparation seminar and/or pay the exam fee. For more information and to download the application, go to <https://alaska.shrm.org>. \*







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

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