



# ALASKA SHRM STATE COUNCIL



## Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on August 2, 2016.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P
Nancy Miller, SPHR, SHRM-SCP	Past-Director	P
Vacant	Director-Elect	-
Michael Ward, SPHR, GPHR, SHRM-SCP	Anchorage Chapter President	P
Russell Black	Mat-Su Chapter President	A
Vacant	Juneau Chapter President	-
Sallie Stuvek, SPHR, SHRM-SCP	Fairbanks Chapter President	P
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	A
Dr. Charla Brown	College Relations Director	A
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Communications Director	P
Ann Flister, SPHR, SHRM-SCP	Workforce Readiness Director	P
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	P
Dr. David Rambow	SHRM Foundation	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director	P
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	P
Molly Webb, PHR, SHRM-CP	Certification Director	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Social Media	P
Dianna Gould, CAE	Pacific West Regional Director	P
Mike Letizia	MAC Representative	P

### Call to Order:

Anne called meeting to order at 12:01pm

### Meeting Minutes Approval –

Patty Hickok motions to adopt. TJ Alinen seconds. No discussion. No opposition. Minutes approved.





## ALASKA SHRM STATE COUNCIL



### **Committee Reports:**

**Treasurer Report (Emi Aubertine)** - Total Assets are at approximately \$101,600. It is a combination of \$84,400 in FNBA and \$26,200 in Wells Fargo Investments.

**Communications/Social Media (Patty Hickok)** - The Council Prospector is signed off and the mailing list is being updated. We would be seeing it early next month.

**Workforce Readiness (Ann Flister)** - Planning continues for the November 18 Veteran and Military Spouses Job Fair to be held at the University Center in Anchorage. To make room for an additional industry panel classroom, the State Council will combine our workshop with BP's and offer a joint "How to Work A Job Fair/Interview Preparation" workshop several times during the day. We also will have a booth again to distribute SHRM membership materials and job search information. Ann is coordinating with a new BP representative, Katey Barnett, to come up with the combined presentation, and we will be looking for booth and workshop volunteers for that day. Next planning meeting is 8/15/2016. Military transition summit takes place in Fairbanks 8/17-8/18. Volunteers are always welcome. Flyers are posted on Facebook.

**College Relations (Dr. Charla Brown absent)** – No report at this time.

**Diversity (Patricia Mitchell absent)** – No report at this time.

### **Legislative Affairs (Ben Krisher) –**

1. Meeting with Senator Murkowski cancelled due to her travel schedule – her office is looking at other times to meet
2. When the AK contingency at the National Conference met with Senator Murkowski she was interested in information about what employers are doing to provide flexibility for employees to care for aging parents – will put out a call on Facebook
3. Presenting at the Fairbanks Chamber of Commerce next week on the FLSA overtime regulation changes – will be giving an overview of SHRM and the AK SHRM State Council, history of the FLSA and overtime, a review of the changes, how it will affect employers in AK, and how SHRM has led the charge in providing comments, feedback, and education around this.

**Membership (Patty Hickok)** - An email was sent to chapters because the audit deadline is this week. If anyone needs help, please contact Patty. Be sure to get a current list from SHRM because incomplete lists count against the numbers. We have a few chapter designation forms at this time. We are sending a chapter form to all at-large members. Patty is updating the form to remove 'designation' verbiage. The form needs to be updated because each of the chapters is a separate legal entity with bi-law process. The members need to join the chapter and SHRM.





## ALASKA SHRM STATE COUNCIL



The new form is helping to separate out chapter members and SHRM members based on eligibility and other factors.

**SHRM Foundation (Dr. Dave Rambow)** – The first quarterly newsletter has gone out via email. There has been communication with SHRM Foundation on ways to up fundraising. NHRMA conference is doing a headshot lounge as a fundraiser.

**Certification (Molly Webb)** - I have been working with the ASHRM Education and Certification chair on wrapping up their first education class and boot camp integrating SHRM's new test. Overall, it was a great success and they had a 70% pass right for their first time.

In addition, myself and Dave Rhoades took the SHRM certification so we can provide feedback during boot camp and it was extremely helpful to provide guidance to the boot camp facilitators and attendees.

HRCI recently announced they will be removing testing windows, so test takers can take HRCI certification exams throughout the year.

Also, I have been working with the Washington State Certification Director on providing an online certification class for those individuals not able to travel to a study group in person. We are hopeful we can get something up and running by the fall.

**Professional Development (TJ Alinen)** – The fall programming is done. September meeting is on Onboarding, October is Lynn Curry's Workplace Bullying seminar and November is Heather Kinzie on the SHRM Competencies Model. Spring programming is open and will be starting to look at filling that in the next couple of weeks.

### Chapter Reports:

**Juneau (Vacant)** -

**Mat-Su (Russell Black absent)** -

**Fairbanks (Sallie Stuvek)** – Board meeting in August and Sept luncheon is on the Green Dot program. Schedule will be set for the rest of the year. 990 reporting will be done before the end of the year.

**Anchorage (Michael Ward)** – August luncheon is a 3 hour A-Team and legal update for 3 credits. The 8/10/2016 board meeting will be the last in-person meeting this year. Ann Kjera is the President Elect and most board members are staying on for the 2017 year. Vacant positions are being filled with new volunteers. We are working on a supervisor training program that will be eligible for the Pinnacle Award.





## ALASKA SHRM STATE COUNCIL



### Dianna's report:

**SHRM CERTIFICATION: 96,000 and counting. That is how many individuals have become SHRM Certified HR Professionals.** Join us on [August 17 at 4 p.m. ET](#) as we prepare your chapter for the “random possibility” of having to go through the Verification Process for the SHRM Certification sessions you have been offering. Don't fret! You will know exactly what they include and will be confident you have the information you need to fly through the process and be proud of your accomplishment!! Alicia Crittendon from the SHRM Certification Team will walk us through the process and the resources available to help. You will also be introduced to the new SHRM Recertification App! It is smooth, sleek and easy!! And by the way, for those who attended Annual conference, did you see how your portal was “auto-filled” with the 14 PDCs from the conference? We will hear more about that too! [Here's the link](#) to lots of great information!

**WHEN WORK WORKS:** Workflex is alive and well. The Family and Work Institute (FWI) Board made a decision more than a year ago that the best way to continue its legacy was to find partners where its work could grow and prosper. Thus, FWI is dividing into two parts and merging with two other organizations. FWI's workforce/workplace research and When Work Works Initiative will be assumed by SHRM; FWI's children's work, including Mind in the Making became part of the Bezos Family Foundation last spring. The 2016-2017 When Work Works Award process will continue. Tentative cycle dates are 9/26/16-11/18/17. Be on the lookout for more information on how your company can be recognized as a workflex leader.

**Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:**

**MARK YOUR CALENDAR:** 8/3 @ 4 p.m. ET – [Workforce Readiness CLA Webinar](#)

8/17 @ 12 Noon ET -- [SHRM Foundation Fundraising Webinar](#)

8/17 @ 4 pm. ET – [Certification CLA Webinar](#)

**SUSAN R. MEISINGER FELLOWSHIP FOR GRADUATE STUDY IN HR (TIME SENSITIVE):** The Susan R. Meisinger Fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals. One recipient is selected annually to receive a fellowship of up to **\$10,000**. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to **\$20,000** total. For more information about the fellowship visit the [Meisinger Fellowship page](#). **Application deadline: August 15, 2016.**

**SHRM FOUNDATION: SHAPE deadline for submitting Foundation donations is December 31<sup>st</sup>**  
To be eligible for an Excel award, your chapter/state council must make a donation directly to the SHRM Foundation (see SHAPE item 5).

- View updated contribution reports by visiting [shrmfoundation.org](http://shrmfoundation.org) and click on “Volunteer Resources.” These reports, updated bi-weekly, include all gifts from





## ALASKA SHRM STATE COUNCIL



chapters/councils and all gifts made by chapter members or members from your state.

- Visit [shrmfoundation.org/donate](http://shrmfoundation.org/donate) to learn how to donate online, via phone, or by mail.

### Important Dates from the SHRM Foundation

- **August 17<sup>th</sup>:** SHRM Foundation CLA Webinar - SHRM Foundation Fundraising Panel Summer Edition: Conference Fundraisers, Give50, and More - continued on next page
- **September 21<sup>st</sup>:** SHRM Foundation CLA Webinar - Get Ready for the Fall: Scholarships, New Resources, and Innovation Awards
- **October 1<sup>st</sup>:** Deadline to apply for SHRM Foundation Innovation Awards
- **October 1<sup>st</sup>:** Last day to submit donations to count toward VLS Top Chapter/State Council List
- **November 10<sup>th</sup>:** SHRM Foundation CLA Webinar - Last Call: How to turn in donations and plan last-minute fundraisers
- **November 19<sup>th</sup> & 20<sup>th</sup>:** Support the SHRM Foundation by participating in the HeadshotLOUNGE
- **December 31<sup>st</sup>:** Deadline to submit all donations to the SHRM Foundation to count toward 2016 SHAPE

**2016 VOLUNTEER LEADER SUMMIT (VLS) – Calling all 2017 Chapter Presidents, State Council Directors, State Council Membership Directors, District Directors and State Council Certification Directors. The VLS will be held November 17-19, 2016 in Washington D.C. Complimentary registration and a minimum of two nights housing (3 nights housing as an additional benefit if you are Chapter President of a 100% SHRM Chapter). Registration opens in mid-August** and the Session Planner will be introduced at this point. Registration and hotel cutoff is October 24 so please register early.

**2017 REGIONAL COUNCIL BUSINESS MEETING:** Please plan and budget for you State Council Director, State Council Director-Elect and your State Council Workforce Readiness Director to attend the 2017 Regional Council Business Meeting in San Diego, CA Feb. 10-11, 2017. Registration will open up mid-September.







## ALASKA SHRM STATE COUNCIL



**MEMBERSHIP MARKETING TIP – Short & Sweet.** In email marketing brevity is our friend. While we may feel we have lots of wonderful things to say, shorter emails that are to the point tend to have better results. Also, keep the call to action at the top and even repeat at the bottom of the email. Make it as easy as possible for the person to quickly understand what you want them to know or do.

**2017 MEMBERSHIP DUES ARE CHANGING:** 2017 members will see an increase in dues from \$190 to \$199 for an annual professional, associate or general membership. This adjustment will be effective for membership dues that have start dates on or after January 1, 2017. The rate offered to chapter members who receive a discounted SHRM membership first-year rate (0118 promotional code still in effect) will be \$185. Increases will also be realized in the following segments:

- Student Chapter Advisors will move from \$100 to \$110
- Chapter Management Professionals (CMPs) will move from \$100 to \$110

The following rates remain unchanged: Student membership - \$40. Transitional membership after graduation is \$90/year for first two years after graduation before moving to the full professional member rate of \$199.

**SHRM RESOURCES: Rolling Power Point is Up and Rolling** - The Rolling PowerPoint deck for your chapter networking and walk-in time has been updated for Q3. [Find it here.](#)

**SHRM-HOSTED WEBSITE: Use this to create and maintain your chapter membership roster.** Check out this resource page <http://hosting.chapters.shrm.org/support-request-forms>

**MAC Update (Mike Letizia)** – June board presentation went well. MAC survey had 1150 responses along with responses from meetings. There were 2500 points of data to share with the Board. Some of the points to note were members see key drivers as networking and education. They want to see alignment of local and national messages. They would like enhanced information on the SHRM competency model to engage volunteers and additional leadership development of volunteers. They would like more technology to share data from SHRM to local chapters (within regulation). Most engaged members want education and development of business acumen. Other board recommendations were content development for chapters, provide resources for virtual programming delivery, develop career levels and industry resources, dual membership programs, and develop volunteer leaders for the competency model.

**Past Director (Nancy Miller)** – Annual conference was very successful. Nancy and Molly were able to meet with state representatives.

**Director's Report (Anne Sakumoto)** – Next meeting is 9/6/2016. There are some action items for consideration. Outgoing members in December are asked to attend the January meeting for easy transition. A final list should be available in the next month.





## ALASKA SHRM STATE COUNCIL



There were no other comments.

**Adjournment:**

The meeting was adjourned at 1:03 pm.

Prepared by:

Emi Aubertine

Treasurer/Secretary

