

Council Prospector

ISSUE 4 | 2017

Nuggets From Alaska SHRM



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ASHRM's Fall Networking Event
Junior Achievement and Alaska State Council

AFFILIATE OF
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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

OFFICIAL PUBLICATION OF THE ALASKA SHRM STATE COUNCIL



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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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Alaskans Recognized by NHRMA with Distinguished Member Awards



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A Top of the World Partnership: Junior Achievement and Alaska State Council



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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, SHRM-CP, PHR 2016-17 Director



As we prepare to close out 2017...we say "What a year it has been!" A few highlights:

1. The Alaska State Conference "HR Mission Possible" was a success with quality information, speakers and interaction for HR professional development;
2. Contributions to the community through
 - Professional development webinars with subject matter experts and recertification credits
 - Workforce Readiness through Junior Achievement "It's My Future," "Kids2CollegeSM" and job fairs, Employment First and Veterans and Military Spouses
 - Diversity and Inclusion awareness shared in the "Diversity Nuggets" (on the State Council Facebook)
 - Scholarships available for the HR community and students toward certification preparation and the exam

3. Student chapter members actively participating in a regional Case Competition and demonstrating their caring, compassionate leadership to help each other and the community in need;
4. Local chapters making a difference and understanding the needs of others (e.g., organizing the Reentry Walk in Anchorage, creating a central repository of information in Southeast, arranging for speakers on critical topics in Mat-Su or providing employment or legislative updates in Fairbanks);
5. We celebrated Northwest HR Management Association's (NHRMA's) recognition of Alaskan HR leaders

a. Sallie Stuvek named NHRMA's 2017 Distinguished Member

b. Past President Patty Billingsley (NHRMA's 2016 President) for her leadership and service

And, as we look toward the horizon, an exciting 2018...

- Your 2018-2019 State Council Board, which will be led by Ben Krisher, Director, along with a Board of very knowledgeable, dedicated HR leaders
- The 2018 Alaska SHRM State Conference to be held in September 2018

As I look back on the past two years as your Director, it was very rewarding. I encourage you if you were thinking of volunteering, take the opportunity. It comes with growth not found in a book but with life experiences. On behalf of the 2017 State Council, we thank our employers, friends and family for understanding and supporting us as we volunteered to strengthen each other and our Alaska communities. We gave... but also learned and received in the process.

We sincerely appreciate and thank you for the opportunity to serve you.

We wish you a safe, happy and prosperous year! *

Alaskans Recognized by NHRMA with Distinguished Member Awards



Pictured: Nancy Miller (2017 President NHRMA) and Sallie Stuvek (2017 Distinguished Member)



Pictured: Patty Billingsley, SHRM-SCP, SPHR

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This “award is to recognize Association members who have made significant contributions to the human resource profession, the community and/or the Association.”

At NHRMA's 79th Annual Conference and Tradeshow in Bend, Oregon, in front of hundreds of attendees, Sallie Stuvek, SHRM-SCP, SPHR received the 2017 Distinguished Member Award and Patty Billingsley, SHRM-SCP, SPHR, received the 2017 Distinguished Member Past President Award. This “award is to recognize Association members who have made significant contributions to the human resource profession, the community and/or the Association.”

Sallie Stuvek is the HR Director for the Fairbanks North Star Borough. She is a long-time

Alaskan and has served the HR community in various leadership capacities. She has served on the board for the Northern Alaska SHRM Chapter, on the Alaska SHRM State Council and also on the Northwest HR Management Association. Sallie was covered within a Member Spotlight in SHRM's HR Magazine May 2016 edition, which introduced her to a broader HR community, both nationally and internationally.

Sallie's volunteerism was a key part of this recognition. She has contributed to the HR community as a SHRM member since 1995.

During those years, she served by doing whatever her local chapter needed. She was President, Treasurer, Legislative Representative, certification and Programs chair. She not only kept the chapter in good standing, but kept the chapter alive so it could continue to sponsor events and develop HR professionals in the Alaska community. For example, the chapter offered a complimentary lunch for new non-members as they learned about the chapter and SHRM. Sallie explained “there is such a thing as ‘a free lunch!’” In addition to encouraging the chapter to support the

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Sallie Stuvek, accepting NHRMA's 2017 Distinguished Member Award.
Picture shows half the meeting room of NHRMA Conference attendees

For NHRMA, Sallie was on the board for six years representing Alaska HR members' interests and keeping Alaska aligned with NHRMA's strategic direction.

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SHRM Foundation and SHRM Legislative initiatives, they also serve as the sponsoring chapter for the University of Alaska student chapter which thrives independently under a faculty advisor. Sallie prepares successor leaders to carry forward the mission of the Northern Alaska SHRM Chapter.

On the Alaska SHRM State Council, Sallie served as Certification Director, HRCI Liaison, Director Elect, Director and Past Director. Sallie collaborated with others to create marketing and application materials to communicate information about certification scholarships. Sallie's work paid off and resulted in an increased number of scholarship applications. And, to those individuals who passed their certification exam, Sallie sent congratulatory letters.

For NHRMA, Sallie was on the board for six years representing Alaska HR members' interests and keeping Alaska aligned with NHRMA's strategic direction.

Sallie Stuvek's commitment over the years has positively impacted the HR profession not only in her local Fairbanks community and northern regions of Alaska, but throughout the State and within the Northwest HR Management Association.

Patty Billingsley was recognized for her service as the 2016 NHRMA President. In addition to serving on the Northwest Human Resource Management Association, Patty has been an active member of the Society for Human Resource Management, having served in many volunteer capacities including Director of the SHRM Alaska State Council, and President of

the Anchorage SHRM. Patty actively serves on the planning committee for the Alaska State HR Conference and has been a senior advisor for the NHRMA Conference.

Patty has also been instrumental in the NHRMA Human Resource Academies hosted in Alaska with local subject matter experts and speakers. She has helped to make many professional development opportunities for HR members in Alaska and in the Northwest region.

Patty earned her Bachelors' degree in Business Administration majoring in Human Resources from Washington State University. She obtained her PHR in 2000, SPHR in 2010, and SHRM-SCP in 2014. Additionally, she is a Certified Compensation Professional. Patty is the Vice President of Human Resources with Carlisle Transportation has over 20 years' experience working in human resources with various industries including K-12 Education, Telecommunications, Healthcare, Petroleum Distribution and now trucking. Her experience includes Human Resources Director, Benefits and Compensation Manager and Employment & Retention Specialist.

We are fortunate to have Alaska leaders like Patty Billingsley, with the vision and involvement in our regional association. She was our voice and represented our interests at the regional and on a national level. Patty has helped provide many opportunities and resources for our Alaska HR community.

We thank you, Sallie and Patty, for your long-time service to the HR profession!★

NHRMA represents association members in Alaska, Washington and Oregon. For more information about NHRMA or this award, see www.nhrma.org/DistinguishedMember



SEPTEMBER 20-21, 2018 | ANCHORAGE, AK

PRE-APPROVED FOR 14 SHRM & HRCI CREDITS

ATTENDEES	SPONSORS/EXHIBITORS	SESSIONS
Early Bird Rates	Early Bird Rates	31 sessions
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\$609.99 Non-Members*	\$1000 Silver Sponsor	Amazing speakers!
*(includes SHRM Membership)	\$1,500 Gold Sponsor	Check the entire list of topics
\$109.99 Students**	\$2,000 Platinum Sponsor –	and speakers on our website
** (must be a SHRM Student Member)	SOLD OUT	

REGISTER TODAY!

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

Early Bird Rates Through December 31, 2017



ASHRM's Fall Networking Event

By Ann Kjera

Were you were in Anchorage on October 11, and able to attend the Anchorage Society for Human Resource Management's (ASHRM) annual Fall Networking Event? If not, you missed a great time.

ASHRM's Networking Events offer new and seasoned HR professionals, or those wishing to become HR professionals, the chance to meet new faces, catch-up with familiar faces, enjoy good food, and take home fun and exciting silent auction items and door prizes. Who doesn't like sound systems, hotel stays, and jewelry?

In true networking style, people enjoyed good company; many connections were made and business cards exchanged. ASHRM's Foundation Director April Park, who coordinated the event, said "This was another delightful networking event with over 85 people and

raising \$1,200. I'm so grateful to our donors and sponsors and look forward to more successful events next year."

Another attendee said "It was great to see folks who haven't been to recent ASHRM events come and get caught up."

As part of the evening's events, Shara English and Sharon Boegel, ASHRM's Education and Certification Co-Chairs, presented beautifully engraved business card cases to the newly certified. ASHRM is proud to boast its 90% pass rate for those students taking the certification prep course and sitting for their certification exam. ASHRM appreciates everyone who participated in making this year's networking event a success; from everyone who attended, to our event sponsor, North Slope Telecom. Huge thanks go out to the many individuals and organizations who donated incredible

silent auction items, including Microcom, Interstate Hotels & Resorts, AWAIC, and Visit Anchorage as well as ASHRM board members. This incredible team effort made for a fun and enjoyable evening. Thank you to you all!

Proceeds from the Fall Networking Event help support the SHRM Foundation and its efforts to provide SHRM members with scholarships and research to advance professional HR development and the HR field.

In preparation for next year's networking event, Ms. Park noted, "It's never too early to start donating to next year's event." And, she asks people to think of ASHRM as they are cleaning out their closets and garages." If you would like to donate to next year's silent auction, please contact April Park at (907)317-5228. *



From left to right: Sharon Boegel, Education & Certification Co-Chair, newly certified Oxana Bykova, Linda MacCubbin, Joy Bunde, Tracy Cripps, and Education & Certification Co-Chair Shara English. Congratulations to you all!



Attendees inspect silent auction items before placing their bids.



Nicole Culbertson, VP of Membership, displays one of the many pieces of jewelry to potential silent auction bidders.

As part of the evening's events, Shara English and Sharon Boegel, ASHRM's Education and Certification Co-Chairs, presented beautifully engraved business card cases to the newly certified. ASHRM is proud to boast its 90% pass rate for those students taking the certification prep course and sitting for their certification exam.

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Taking time to network



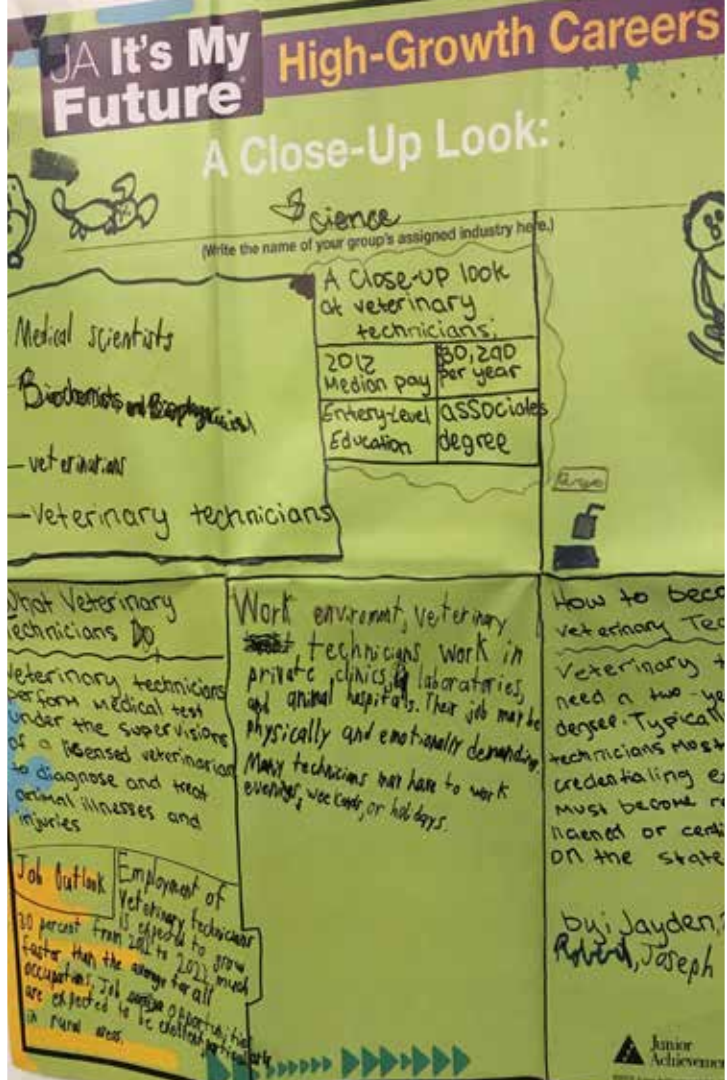
HR professionals busy networking



Meeting new and catching up with familiar HR faces



There were many HR conversations happening during the evening



A Top of the World Partnership: Junior Achievement and Alaska State Council

By Patty Hickok, Workforce Readiness Director

The Alaska SHRM State Council is in its sixth year of an ongoing partnership with Junior Achievement of Alaska. This Fall, we participated in delivering the "It's My Future" program to two classrooms at Clark Middle School. This program offers practical information about preparing for the working world. Students explore potential careers, discover the four factors to consider in choosing a career, and recognize basic job-hunting tools.

In 2016, SHRM and Junior Achievement established a national partnership. This was music to Alaska's ears, because at that time, we had already been involved in a state partnership for five years! This was validation that our strategy for workforce readiness has been ahead of its time and we continue to lead the way at the Top of the World!

A special thanks to the various volunteers and organizations that participated in the Fall program:

- Chugach Alaska Corporation, Patricia Mitchell
- KRK Management, Nancy Miller
- Denali Federal Credit Union, Emi Aubertine
- Northrim Bank, Anne Sakumoto
- NANA HR Team, Patty Hickok, Craig Billingsley, De'Andra Boswell, Tami Krukoff, Chanel Lane, Janus Reyes and Betty Sheldon.

If you are interested in participating in future programs, please contact Patty Hickok at hickok_p@yahoo.com. ★

Recertify Early to Win Chapter and State Council Incentives

By Molly Webb, SHRM-CP, PHR, Certification Director

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2017 is quickly coming to an end, and as the leaves are falling from the trees and winter is moving in, it is also time for me to pass the Alaska SHRM State Council baton to Emi Aubertine, SHRM-SCP, PHR, for 2018. Emi has been instrumental over the last several years in helping the Anchorage SHRM chapter through the changes in certifications and will continue to grow and improve the Certification Director position for Alaska.

Often the question comes up: “How can I give back to the HR community?” and for 155 of our Alaska SHRM certified members, the answer is simple. Recertify. SHRM is offering \$20 to each local chapter for each member that recertifies in 2017 and is in good standing. An additional \$10 per person will go to every state council for members that recertify and are in good standing in 2017. There are 155 SHRM-CP or SHRM-SCP certification holders that expire in 2018. If each person renewed in early, in 2017, that would mean the Alaska State Council would receive \$1550! Imagine what the

Alaska State Council can do with that money: bring up speakers from the lower 48 for the Alaska State Conference, continue to offer FREE monthly webinars to all of Alaska, provide more scholarship opportunities for students and certifications, and the list goes on! Eight people have already recertified, which means \$80 will be coming into the Alaska State Council in 2017. I challenge you to bring that number higher!

If you are still struggling to earn your professional development credits (PDC's), be sure to check out SHRM's eLearning Library. It is a low-cost approach to earning your PDC's. Don't forget you can read an approved book, or serve in a volunteer capacity with your local chapter or the Alaska SHRM State Council board, or choose from so many other options to earn recertification credit. Be sure to check out SHRM's website for more details: <https://www.shrm.org/certification/recertification/Pages/default.aspx> ✨



Why You Should Participate in Your Association's Convention

By Susan Morgan, The newsLINK Group

Your time is valuable. So are your financial resources. That being the case, why should you invest the time and money in attending an association convention? Couldn't you have just as much impact professionally by participating in something like social media?

Social media is important, of course, and doing it well can be vital to career development. But there is just no substitute for seeing people face-to-face and talking to them. Associations provide a valuable way to get you in a room with other people, learning from each other; the other resources they provide will strengthen you professionally as well. You would be surprised at the number and variety of resources that are available to you through an association membership.

Associations are also good insurance for staying in business. Approximately 85 percent of the businesses that fail are ones where the people who worked there didn't think associations were important.

The Pitch for Professional Development

The top reasons why convention attendance should be a must-do item on your list include the following:

- **Contacts, contacts, contacts:** Everyone talks about the importance of networking; but a lot of people don't understand what networking really is. It's a network of friendships and acquaintances, some strong, some weak, and it isn't something you lock in your desk and expect to keep fresh. If you know someone and never call them or have any regular contact with them, there's always a chance that

your friendship will not starve a slow and lonely death. More likely is that you will begin the slide away from each other. To thrive, any relationship will benefit from regular feeding. A cell phone call or a blog entry is better than nothing. But don't you want to raise the bar just a little? A convention is a great excuse for getting together. Share a lecture, a meal, a laugh. Done right, it will build you professionally. It might also be fun.

- **Feeding your brain:** How long can you expect to stay at the top of your field — or even just get there in the first place — if you don't ever put yourself in situations where you can get a lot of different information from a lot of different sources in a short period of time? There's a collective synergy that can only come to life when you have many competent, professional people all in the same room, ready to talk shop

The Game Plan

To get the most out of any convention, you need to start ahead of time.

- The first step is to identify the associations that will most benefit you, personally and professionally. Examine both regional and national options, and be thoughtful about joining. You will be better off joining one really good association than joining several of them and not really have enough time for any of them. If you are a student, you are probably eligible for a discounted student membership. There's also usually a discount if you sign up for a multi-year membership.
- Decide to attend something. Register in advance — it will generally save you money. If you have to travel to another

city and will be staying overnight, there will usually be a recommended hotel. Stay there. The goal is to be immersed in the richest environment possible for networking. That won't happen in the hotel across the street or across town.

- Do the research. You want to get an idea of what the program will be so you can make best use of your time.
- Pay attention to the professional information that is presented. Education is a privilege in all of its forms. The things you learn during a convention may change or enhance your career direction significantly.
- Bring business cards, and exchange them with other people. It's easier to reconnect later with someone if you do.
- Take advantage of discounts and handouts. There may be product and service exhibits that would help you, and the convention cost may be lower than it would normally be.

After the Convention

The convention should continue to benefit you after you leave:

- Your association may offer professional services to members, such as help with finding a job. You may also find opportunities (especially for jobs) as a result of your access to directories and journals.
- Seasoned professionals may decide to mentor you.
- Put the knowledge you gained to work, and continue to collect more insight as you go along.
- Most important of all, look for service and leadership opportunities where you could benefit others. ★

Anchorage Society for Human Resource Management

Education & Certification Preparation Network Schedule – Winter 2017

SESSION SCHEDULE			
Date	Topic	Guest Speaker / Facilitator	Location
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



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Doug John, Webmaster(907) 343-3280



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SHRM MEMBERSHIP AT-A-GLANCE



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

93%

The Resources
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represented in SHRM's Membership

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