



ALASKA SHRM STATE COUNCIL

Meeting Minutes



Board of Directors of the Alaska SHRM State Council (ASSC)

March 6, 2018

Telephonic

Noon – 1pm

<u>Name:</u>	<u>Position:</u>	<u>Present/Voting</u> <u>Absent: Positions</u>	
Ben Krisher, SPHR, SHRM-CP	Director	P	1
Anne Sakumoto, PHR, SHRM-CP	Past Director	P	1
Vacant	Director-Elect		1
Ann Kjera, SPHR, SHRM-SCP	Secretary/Treasurer	P	1
Molly Webb, PHR, SHRM-CP	Anchorage Chapter President	P	1
Jessica Murphy	Mat-Su Chapter President	P	1
Leisa Kelsey, SHRM-CP (or Sally Stuvek)	Northern Alaska SHRM Chapter President	P	1
Chad Brown	Southeast Alaska Chapter President	P	1
Emi Aubertine, PHR, SHRM-CP	Certification Director	A	1
Dr. Dave Rambow	College Relations Director	P	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	P	1
Susan Lasater, SHRM-SCP	Diversity Director	P	1
Nancy Miller, SPHR, GPHR, SHRM-SCP	SHRM Foundation	A	1
Molly Webb, PHR, SHRM-CP	Legislative Affairs Director	P	1
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director*	A	1
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	A	1
Dr. Charla Brown	Social Media	A	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director*	A	1
Dianna Gould, CAE	Pacific West Regional Director	P	0
Mandy Woulfe, SHRM-SCP	MAC Representative	A	0
		* Dual Role	

Call to Order:

Ben Krisher called meeting to order at 12:00pm

Consent Agenda Approval –

Molly Webb moved to approve the Consent Agenda. Ann Flister seconded. No discussion. The motion passed unanimously.



- Discussion Items:
 - Anchorage SHRM Chapter Report – Molly Webb

ASHRM had two board openings at the beginning of the year: College Relations and Legislative Affairs. Both have recently been filled. The position of Volunteer Coordinator has been on-again off-again and has recently been reinstated. This year ASHRM also created a Member Ambassador position to liaison between the board and chapter members.

ASHRM's Webmaster, Christopher St. John, has taken the lead on developing a social media plan for the chapter.

Certificate Boot Camp started last night (3/5/18) with 9 people participating.
 - Mat-Su Chapter Report – Jessica Murphy

This year, the Chapter will be focusing on recruitment. Toward that end, and in response to members, Mat-Su will hold 2 networking events this year.

The next chapter presentation will be on sexual harassment, March 14, starting at 5:30pm. Members are encouraged to bring a friend or colleague; so far, there has been good response to the event.

Mat-Su has a relatively new board this year.
 - Northern Alaska Chapter Report – Leisa Kelsey

Leisa thanked the State Council for their support of NASHRM's technology request (the purchase of a laptop).

The board has started outreach to members in outlying areas (i.e. Barrow) to support those areas in accessing chapter training.

The chapter continues to work on its non-profit status.

Tracy Gatewood has joined the board and is excited to assist with engaging other areas in chapter events.

Sallie Stuvek will give a presentation on sexual harassment on March 13, 2018.
 - Southeast Chapter Report – Chad Brown

The chapter's professional development event has been postponed until the end of March and will include 2 presentations and a panel. The chapter is partnering with the UAS student chapter.

The SEAK board has approved a \$250 donation to NHRMA for the student conference and \$150 to the SHRM Foundation.

SEAK will be presenting a Seasonal Hiring Workshop in April and a consultant will be coming in May to present on coaching and listening circles, and communications.

SEAK is working with UAS to in its outreach efforts to make Facebook Live available to outlying members. This will hopefully help increase outer area involvement in the chapter. Chad will report back on the progress of this initiative.

The board recently had its first meeting with its first Member-at-Large; from Sitka.
 - Diversity Survey – Susan Lasater

See attached report.

- Vision Statement – Ben Krisher

The Vision Statement committee came up with three options for consideration:

1: The single recognized force for educating, engaging, developing, and advancing HR Professionals throughout Alaska and beyond.

2: Connecting Alaska's resources for engagement, advancement, development, and advocating beyond all regions.

3: To be the recognized and preferred resource for the development, education, advancement, and engagement for the HR Profession in Alaska.

Ben will send the options to the full council and asks members to provide comments prior to March 28, 2018.

- MAC Survey – Ben Krisher

The MAC advises the SHRM Board of Directors on concerns and issues of SHRM chapters. They act independently and are able to affect change.

- SHRM Update – Dianna Gould

Reminder to chapters and state councils, the deadline for submitting an Excel Award is March 15, 2018. This award submission is optional.

The deadline for the SHRM Student Chapter Advisors Award is March 31, 2018. This award is intended to recognize those student advisors who have truly impacted the lives of their students. Students and individuals are encouraged to submit nominations.

The WorkFlex bill continues to gain momentum and its Tweet is alive and well. Dianna thanked ASSC for its participation in support of this bill.

There are only minor changes to the SHAPE aware this year. The change of note is at the state council level with the added requirement that a SHRM representative be included on state council calls, webinars, and events, and be given time at board transitional meetings to review SHRM information.

The Volunteer Leader Resource Center (VLRC) provides 'Top Tips' for SHRM volunteer leaders to use board/council on-boarding and training opportunities. The VLRC also offers a slide deck on member benefits and a Core Leadership Area webinar schedule.

If anyone works in California, the VLRC offers a micro-credential for that state.

The Volunteer Leader Summit is November 15-17.

- Action Items:

No action items

- Comments

- Director – Ben Krisher

Not all budget requests and initiatives have been submitted. Ben will be connecting with council members to finalize budget and annual initiatives. Once complete, he will send out to the full council. If council members haven't submitted budget/initiative information, they are asked to do so as soon as possible.

Ben clarified the technology funds given to the NASHRM were via NRHMA.

NHRMA is trying to increase its brand awareness and has developed a slide deck for chapter use.

NHRMA's student conference is in April and the annual conference is in September.
Ben will send information on NHRMA awards and scholarships to chapter presidents.

- Past-Director – Anne Sakumoto

Thanked Ben Krisher and Ann Kjera for bringing in new and different ideas to the council.
Anne suggested sharing the Diversity Survey results with chapter presidents. The survey results are approximately 46 pages. Ben and Susan Lasater will meet to condense the results and send to chapter presidents.

- Other comments for the good of the Council

Ann Kjera thanked council members for getting their reports in timely.

Adjournment:

Ben Krisher adjourned the meeting at 12:55pm. Prepared by: *Ann Kjera, Secretary/Treasurer*

The 2018 Alaska State Council Survey was run from Oct. 4th –Nov. 1st with 122 members participating, compared to 92 in 2014. There were mixed feelings about the transparency of diversity in the organization. Some members would like to see more recruiting efforts being made to increase membership diversity. One way could be to conduct target recruitment with minority organizations. Chapter marketing materials could include photos of individuals from different backgrounds, *abilities*, sexual orientation, ethnicities, profession dress and casual dress would be beneficial in increasing diversity.

2018 STATE COUNCIL SURVEY SUGGESTIONS

#33. What would you suggest the Chapter do to proactively promote diversity?

There were outstanding responses which stood out to me: Continue to not discriminate, educate people, and strive to share some education for diversity.

A range that I aim to focus on for this month is *abilities*.

We look at *abilities* as skills, talents, capabilities and proficiencies. A diversity group that is exceedingly challenged in the workforce is people with intellectual disabilities. As a community and employer it is vital “to change attitudes toward people with intellectual disabilities and to transform lives, every day, everywhere”¹.

“Different kinds of employment

The kind of work undertaken by people with Down syndrome varies from person to person. Some work in restaurants as greeters, others may bag groceries at the supermarket or answer phones at an office. There are celebrated artists with the condition, including painters, singers, dancers and musicians. Many major brands go out of their way to hire people with Down syndrome including Lowes, Ikea, Walgreens and our local grocery CARRS.”

For example, a Down syndrome model was recently signed to a major modelling contract and now appears in fashion shows.

On March 17, here in Anchorage there will be a Pageant for Miss Amazing. Miss Amazing provides opportunities for girls and women with disabilities to build confidence and self-esteem in a supportive environment. They provide a public platform for girls and women with disabilities to define themselves on their own terms and dispel stereotypes. This inaugural event is a pure and powerful celebration of *abilities* that continues to be a reference point for their mission today.

With all that being said, I would like to share that I will be a judge at the Miss Amazing pageant, and would like to add pictures and possibly add an article in the next Council Prospector on this diversity group.

Reason: promotes awareness, understanding, photographs, and real life scenarios

References;

Special Olympics International <https://give.specialolympics.org>

<http://www.readandspell.com/us/jobs-for-people-with-down-syndrome>

<https://missamazing.org/our-story/>

Alaska State Council SHRM
Balance Sheet
As of March 29, 2018

ASSETS

Current Assets

Checking/Savings

10000 · First National Bank Alaska 141,516.03

10200 · Wells Fargo Advisors Investment 25,000.00

Total Checking/Savings 166,516.03

Total Current Assets 166,516.03

Fixed Assets

15000 · Furniture and Equipment

15500 · A/D Furniture and Equipment (2,766.00)

15000 · Furniture and Equipment - Other 3,420.00

Total 15000 · Furniture and Equipment 654.00

Total Fixed Assets 654.00

TOTAL ASSETS 167,170.03

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

20000 · Accounts Payable (12,459.87)

Total Accounts Payable (12,459.87)

Other Current Liabilities

22000 · Deferred Revenue 58,709.20

Total Other Current Liabilities 58,709.20

Total Current Liabilities 46,249.33

Total Liabilities 46,249.33

Equity

32000 · Unrestricted Net Assets 111,689.84

Net Income 9,230.86

Total Equity 120,920.70

TOTAL LIABILITIES & EQUITY 167,170.03

Alaska State Council SHRM
Profit & Loss
March 1 - 29, 2018

Ordinary Income/Expense

Income

49000 · Special Events Income

49010 · Special Events Contributions (500.00)

49020 · Exhibitor Booth Fees 0.00

49030 · Conference Fees 1,500.00

Total 49000 · Special Events Income 1,000.00

Total Income 1,000.00

Gross Profit 1,000.00

Expense

65000 · Operations

65030 · Printing and Copying 1,877.22

Total 65000 · Operations 1,877.22

68300 · Travel and Meetings

68310 · Conference, Convention, Meeting 2,300.00

Total 68300 · Travel and Meetings 2,300.00

Total Expense 4,177.22

Net Ordinary Income (3,177.22)

Net Income (3,177.22)



ALASKA SHRM STATE COUNCIL



Secretary/Treasurer's Report

April 3, 2018

From: Ann Kjera

Treasurer's Report (financials are attached)

We had a couple of conference registrations come in and made disbursements for a conference overpayment and printing for the Q1 Council Prospector.

Our accountants have informed me we need to update our QuickBooks software as the version we have is difficult for them to access and is no longer supported. I'll be updating our QB in April.

Secretary's Report

Thank you to everyone who submitted their committee report for this month's meeting. I appreciate having them early.



ALASKA SHRM STATE COUNCIL



College Relations Committee Report

April 3, 2018

From: Dr. Dave Rambow

The State of Alaska has three active SHRM Student Chapters

1. University of Alaska South (UAS) – Faculty Advisor Dr. Charla Brown
2. University of Alaska Fairbanks (UAF)– Faculty Advisor Ms. Kris Recin
3. Wayland Baptist University – Anchorage Campus (WBU_AC) – Faculty Advisor Dr. Dave Rambow

A total of 17 students and three faculty advisors will represent Alaska at the NHRMA Student Conference, April 6 and 7, in Seattle, Washington. Below is a breakdown of information for the three active Student Chapters:

Student Chapter Activities UAS

1. UAS has 6 students and the faculty advisor attending the NHRMA Student Conference, April 6 & 7.
2. UAS sent a scholarship request to NHRMA in the amount: \$1410. The request was approved

Student Chapter Activities UAF:

1. UAF has 4 students and the faculty advisor attending the NHRMA Student Conference, April 6 &
2. UAF sent a scholarship request to NHRMA in the amount: \$2000. The request was approved

Student Chapter Activities WBU-AC

1. March 24th – Student Chapter sponsors a 3-1/2 hours workshop open to campus students, spouses, and to the Anchorage community. Workshop focuses on:
 - a. Resume Writing
 - b. Interviewing Skills
 - c. Developing an Employee Brand
3. WBU-Anchorage Campus has 7 students and the assistant faculty advisor attending t NHRMA Student Conference, April 6 & 7.
4. WBU -0 Anchorage Campus sent a scholarship request to NHRMA in the amount: \$692. The request was approved
5. April 28, the Student Chapter will hold it last month meeting for school year 2017-2018

The three-chapter faculty advisors were informed that, Sunday, April 15, is the last day for student chapter to submit their chapter's respective Merit Award application to SHRM.



ALASKA SHRM STATE COUNCIL



Communications Committee Report

April 3, 2018

From: Ann Flister

The *Council Prospector* is in the mail and should be in your mailbox any day, if you don't have it already. The next newsletter deadline is May 18, for July 3 publication.

Send in your news and photos!



ALASKA SHRM STATE COUNCIL



Professional Development Committee Report

April 3, 2018

From: TJ Alinen

The March webinar program presented by the Alaskans for Sustainable Healthcare Costs was popular. We had over 100 registrations and approximately 75 participants on the line for the webinar on the topic of healthcare costs in Alaska. Our next webinar program is scheduled for Friday, April 27, 2018. Illiana Nord with HUB International Insurance will be presenting on the topic of employee benefits compliance going forward into 2019.

Lastly, I was able to make contact with the 65 by 2025 representatives with the Alaska Postsecondary Access and Completion Network and I am optimistic that they will be our May webinar program. All fall dates for webinar programming are available, so please feel free to forward ideas of webinars and/or presenters.



ALASKA SHRM STATE COUNCIL



Workforce Readiness Committee Report

April 3, 2018

From: Patty Hickok

Workforce Readiness:

Jr Achievement session “It’s My Future” in progress at Hanshew Middle School. Two combined classes with very organized teachers and well-behaved students.

Membership Committee Report

Membership:

Nothing to report this month.



ALASKA SHRM STATE COUNCIL



Diversity Committee Report

April 3, 2018

From: Susan Lasater

#33. What would you suggest the Chapter do to proactively promote diversity?

Answer Options

No suggested changes

Suggestions

Response

Percent

Response

Count

76.32%

87

23.68%

27

answered question

114

skipped question

8

SUGGESTIONS

1. State council could have a definition of diversity and inclusion for the statewide SHRM organizations. In that way, all organizations would be on the same page.
2. At the start of every meeting, have a table activity to introduce attendees to each other or have an activity to introduce first time attendees. There could be questions on the table that attendees could ask each other with the goal of getting to know each other.
3. Have materials (brochures, pamphlets, newsletters) available at meetings that members could take away. This info could be obtained from local organizations such as Veterans Affairs, LGBTQ, disabilities, AARP. This material could relate to recruitment, retention, accommodations, etc.
4. Establish a mentoring program for rising leaders where newly elected board members could be mentored by current board members for a set period of time before entering into the board member role. This could lessen the fear of being on the board and more members might be interested in being on the board.
5. Create a focus group and meet or via telephone solicit suggestions from Diversity chairs that could be shared statewide with the SHRM organizations. Just finding out what others are doing could jump start the conversation when soliciting suggestions.
6. After suggestions are implemented, solicit feedback from chairs to see what worked, what didn't, why or why not.



ALASKA SHRM STATE COUNCIL



SHRM Foundation Committee Report

April 3, 2018

From: Nancy Miller

Dr. Rambow dropped off the SHRM Foundation Director binder to me. It is filled with a lot of great information. I will be sure to update it when necessary to be passed along to the next SHRM Foundation Director.

We will be doing a fundraiser at the upcoming Alaska State HR Conference. We will be having a new/gently used book sale on the second day of the conference. We will be offering books on the topics of HR, Leadership and Management. If any of you have any books you would like to donate, please let me know. If you are going to the SHRM annual conference in June, be sure to pick up some of the free books they sometimes have available during the opening of the exhibitor hall!



ALASKA SHRM STATE COUNCIL



Social Media Committee Report

April 3, 2018

From: Dr. Charla Brown

I encourage each board director to send updates for me to post and for chapter presidents to post on their chapter pages so I can share. All posts should be clearly related to the field of HR and provide relevant links or information. Our group particularly likes pictures of members!

SUMMARY OF POSTS (I plan to provide more detail in the future regarding reach and clicks):

- Alaska HR State Council
 - Conference - 4
 - Webinar - 1
- Board Updates
 - Legislative - 2
- Shares
 - SHRM - 10
 - WA State Council - 1
 - Student Activities - 5