



ALASKA SHRM STATE COUNCIL

Meeting Minutes



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

May 1, 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	A	1
Leisa Kelsey, SHRM-CP	Northern Alaska SHRM Chapter President	P	1
Chad Brown	Southeast Alaska Chapter President	A	1
Emi Aubertine, PHR, SHRM-CP	Certification Director	P	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	P	1
Molly Webb, PHR, SHRM-CP	Legislative Affairs Director	P	1
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director*	P	1
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	A	1
Dr. Charla Brown	Social Media	P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director*	P	1
Dianna Gould, CAE	Pacific West Regional Director	P	0
Mandy Woulfe, SHRM-SCP	MAC Representative	P	0
		* Dual Role	



Call to Order:

Ben Krisher called meeting to order at 12:00pm

Agenda Approval:

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

Discussion Items:

- Anchorage SHRM Chapter Report – Molly Webb
The ASHRM board met on April 19, and approved to begin transitioning ASHRM's website platform from SHRM hosted to Wild Apricot. Everyone is very excited about this project and will also eliminate the need for CVent.
In addition, we approved to begin working on a new ASHRM Logo that will be printer friendly. The ASHRM spring networking event is coming up on May 23, 2018.
- Mat-Su Chapter Report – Jessica Murphy
Ben Krisher reported for Jessica. The Mat-Su Chapter held its second quarter meeting, April 18. They discussed their goals for the year which include increasing membership and revenue.
- Northern Alaska Chapter Report – Leisa Kelsey
There was a good turnout at our April Luncheon with guest speaker Renea Saade, shareholder with the Alaska office of Littler Mendelson. She discussed Employment Law updates for 2018.
We announced the winner for the registration fee to the 2018 Alaska State Conference- Jen Wieland from the Fairbanks Native Association.

Our May luncheon speaker will be Attorney Faith Rose, Associate General Counsel for Doyon, Limited. She will present the latest developments in the law of unlawful workplace discrimination, harassment and retaliation in the wake of #MeToo and Times Up.

We are hosting a sock and food drive to support the Fairbanks Rescue Mission and the Fairbanks Community Food Bank by giving all attendees who bring in socks or food-half off the cost of lunch.

We have found a new venue for our monthly luncheon trainings. Treasurer Sallie Stuvek is working with Jessica Hill from Fairbanks Memorial Hospital. We will meet at a conference room in the centrally located hospital and members are welcome to bring their own lunch or buy lunch at the hospital café.

We finished our E-blast and turned it in and are hoping for new chapter members to join and be entered into the iPad incentive. Another incentive is to offer training opportunities through UberConference to rural members.

Our unofficial, but dedicated “Online Overseer” Willow Bowen, is working with Dr. Charla Brown to start a NASHRM Facebook and LinkedIn account.

- Southeast Chapter Report – Chad Brown

The Southeast Alaska SHRM Chapter held a 2-hour seasonal hiring workshop on April 23, with individuals participating from Juneau and Skagway, via Google Hangouts.

This complimentary professional development session was designed to assist small businesses in the tourism industry and the target audience was anyone involved in the hiring process that may or may not have any training in HR. Invitations were extended from Yakutat to Sitka and Ketchikan. The event also allowed the chapter to partner with the Juneau Economic Development Council that allowed the use of their facilities and the Skagway Development Corporation.

Ten persons attended this event.

Board Changes:

Effective May 11, Dr. Brown will be stepping down as VP and Professional Development Director.

Upcoming Events:

May 10 - Executive Coaching Presentation by Samantha Dye for all members

June - pending summer social activity

- State Conference Report – Patty Hickok

The next marketing campaign, ‘I am going, are you?’ be sent out in May.

There are still exhibitor booths available. Council members are encouraged to invite businesses wishing for additional exposure to become a vendor. If a business has further questions, they should contact Patty directly.

- College Relations Report & Student Conference Feedback – Dave Rambow

The Student Conference was a huge success with a great structure that promoted networking between the Pac-West region.

Overall, there were about 70 students that participated; 19 of them were from Alaska’s 3 student chapters.

The 3 Alaskan student chapters will be submitting an article for the upcoming edition of the Council Prospector.

The conference had great support from each state chapter, NHRMA, and professional chapters. In all, over \$18,000 was raised for the event.

- Council Prospector Article Ideas – Ann Flister
Chapters are doing great things. Each chapter is encouraged to submit articles and photographs for the Council Prospector.

If council members have ideas about potential Council Prospector advertisers, please forward their contact information to Ann F. The more advertising, the less the Council has to contribute to the production of the Prospector.

- Diversity Survey Question #33 – Susan Lasater
Council members are asked to give their feedback to Susan regarding the survey question. Susan will be looking into diversity moments at the beginning of meetings and working with chapter presidents to create diversity moments in their meetings.

- SHRM Update – Dianna Gould
In addition to her written report, Dianna recognized Dr. Charla Brown for receiving the UASE Faculty Excellence Award. Charla will be honored on May 17, 2018.

Dianna also recognized Dr. Rambow for his efforts on the Student Conference. It was a great success and students were very engaged in the new format.

After the 2018 Conference, SHRM will no longer offer HRCI CEUs for the SHRM National Conference; however, other training opportunities will have HRCI credits available.

- MAC Update – Mandy Woulfe
Thanked everyone for distributing and responding to the MAC survey. She will be traveling to the SHRM office to meet with other MAC representatives to review and analyze the survey results; which will be shared during the National Conference in June.

If council members would like to give input to SHRM, please send comments directly to Mandy and she will share them.

Action Items

There were no additional action items.

Comments

- Director – Ben Krisher
Ben recommended reading the HR Daily Updates from SHRM as Johnny Taylor writes an article, via USA Today, that answers general HR questions and touches on thought-provoking topics.

Ben will be arranging an “Alaskan” meet-up at the conference in June. Be watching for more details.

Thanked everyone for their participation and for getting their committee reports in to Ann Kjera in a timely manner. He reminded everyone to provide feedback on how they think the meetings are going.

- Past-Director – Anne Sakumoto
No comments.

Adjournment:

Ben Krisher adjourned the meeting at 12:57pm.

Prepared by: *Ann Kjera, Secretary*

Alaska State Council SHRM
Balance Sheet
As of June 1, 2018

Jun 1, 18

ASSETS

Current Assets

Checking/Savings

10000 · First National Bank Alaska

184,597.79

10200 · Wells Fargo Advisors Investment

26,485.35

Total Checking/Savings

211,083.14

Accounts Receivable

11000 · Accounts Receivable

(2,658.00)

Total Accounts Receivable

(2,658.00)

Total Current Assets

208,425.14

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

209,079.14

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

22000 · Deferred Revenue

58,709.20

Total Other Current Liabilities

58,709.20

Total Current Liabilities

58,709.20

Total Liabilities

58,709.20

Equity

32000 · Unrestricted Net Assets

101,832.15

Net Income

48,537.79

Total Equity

150,369.94

TOTAL LIABILITIES & EQUITY

209,079.14

10:30 AM

06/01/18

Accrual Basis

Alaska State Council SHRM

Profit & Loss

May 2018

	May 18
Ordinary Income/Expense	
Income	
49000 · Special Events Income	
49030 · Conference Fees	8,447.88
Total 49000 · Special Events Income	8,447.88
Total Income	8,447.88
Gross Profit	8,447.88
Expense	
65000 · Operations	
65070 · Internet Banking Fees	918.24
Total 65000 · Operations	918.24
65100 · Other Types of Expenses	
65110 · Advertising Expenses	103.68
65150 · Memberships and Dues	189.00
Total 65100 · Other Types of Expenses	292.68
68300 · Travel and Meetings	
68310 · Conference, Convention, Meeting	500.00
68340 · Lodging	178.38
Total 68300 · Travel and Meetings	678.38
Total Expense	1,889.30
Net Ordinary Income	6,558.58
Net Income	<u>6,558.58</u>



ALASKA SHRM STATE COUNCIL



Secretary/Treasurer's Report

May 1, 2018

From: Ann Kjera

Treasurer's Report (financials are attached)

Our 990-EZ tax return is complete and being reviewed by the Council Director. We'll be mailing it in within the next couple of weeks. I will be paying our account's invoice next week.

There was a small decrease in our Wells Fargo account, I suspect due to the market.

We continue to see strong revenue from the conference and have renewed our subscription to Cvent, \$3,500.00.

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



Communications Committee Report

June 5, 2018

From: Ann Flister

The summer issue of Council Prospector is delayed and the new expected delivery date is approximately July 13.

Thanks to everyone who submitted great content for this issue, especially Dr. Rambow, who pulled together not one, but two well-written college relations articles, complete with great quotes and photos!

Patty Hickok passed on a lead for a new vendor interested in talking to us about publishing options for the *Prospector*, but Ann F. has thus far been unable to make contact with the vendor. The next (Fall) issue has an August 20 deadline for materials to Ann Flister, with an expected street date of October 1.



ALASKA SHRM STATE COUNCIL



Workforce Readiness/Membership/State Conference Committee Reports

June 5, 2018

From: Patty Hickok

Workforce Readiness

Nothing to report.

Membership Committee Report

Work continues on the at-large outreach campaign; scheduled through Sept. 30, 2018.



ALASKA SHRM STATE COUNCIL



SHRM Foundation Committee Report

June 5, 2018

From: Nancy Miller

- Attended the SHRM Foundation webinar on May 8.
- Congratulations to ASHRM and our State Council for earning SHRM Foundation Champion status for 2017!!
- I will be attending the SHRM Foundation luncheon on June 18 at the SHRM Annual Conference.
- Reminder: I am collecting books for our book sale at the state conference. If any of you have any new or gently used HR, management or leadership books you would like to donate, please let me know and I will be happy to pick them up! If any of you are going to the SHRM annual conference in June, please pick up any free books exhibitors may be handing out. They would be a great addition to the sale
- As the ASHRM Programs Chair, I am organizing a special presentation at the BP Energy Center on August 28. The registration fee is \$20. All fees collected will be donated to the SHRM Foundation!



ALASKA SHRM STATE COUNCIL



College Relations Committee Report

June 5, 2018

From: Dr. Dave Rambow

Current State of Alaska SHRM Student Chapter Faculty Advisors

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

Information on all three Chapters for June

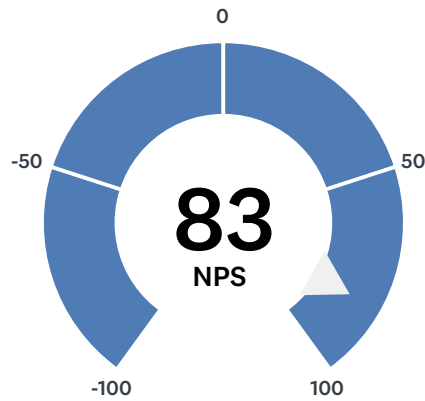
1. All three Student Chapters submitted their respective Student Chapter Form, which was due June 1.
2. All three Student Chapters will be dormant June and July, but will use this time for leadership to develop 2018-2019 chapter operations plans and budget plans.
3. Information has been sent to the three Student Chapter advisors on the NHRMA Sharon Koss and Robert Denomy Leadership awards. Both award nominations are due no-later-than July 1, 2018.
4. An article will be submitted for publication in the July issues of the *Council Prospector*, titled: *Alaska SHRM Student Chapters Members Attend NHRMA Student Conference*.

NHRMA Student Conference Feedback

1. On May 21, members of the NHRMA Student Conference Planning Committee met on a conference call to discuss feedback results for students who attended the conference. Respondent reported that they found the conference very helpful in career planning and provided excellent professional development breakout session. A copy of the final feedback report is attached.
2. In April 2019, the NHRMA Student Conference takes place in Portland, Oregon.

Q1 How likely is it that you would recommend the HR Leaders of Tomorrow Student Conference to a friend or colleague?

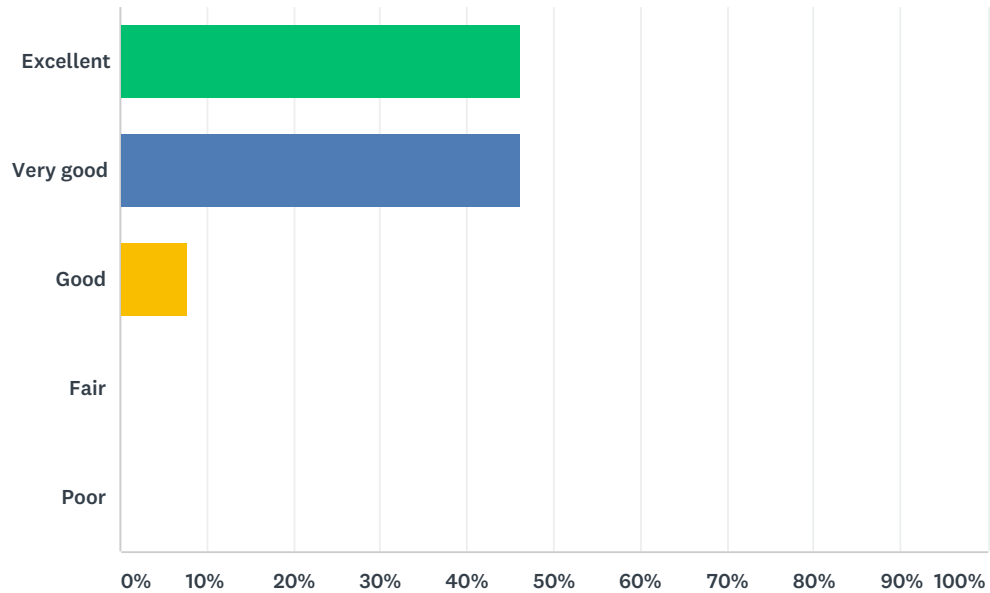
Answered: 12 Skipped: 1



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
8% 1	0 0	92% 11	83

Q2 Overall, how would you rate the HR Leaders of Tomorrow Student Conference?

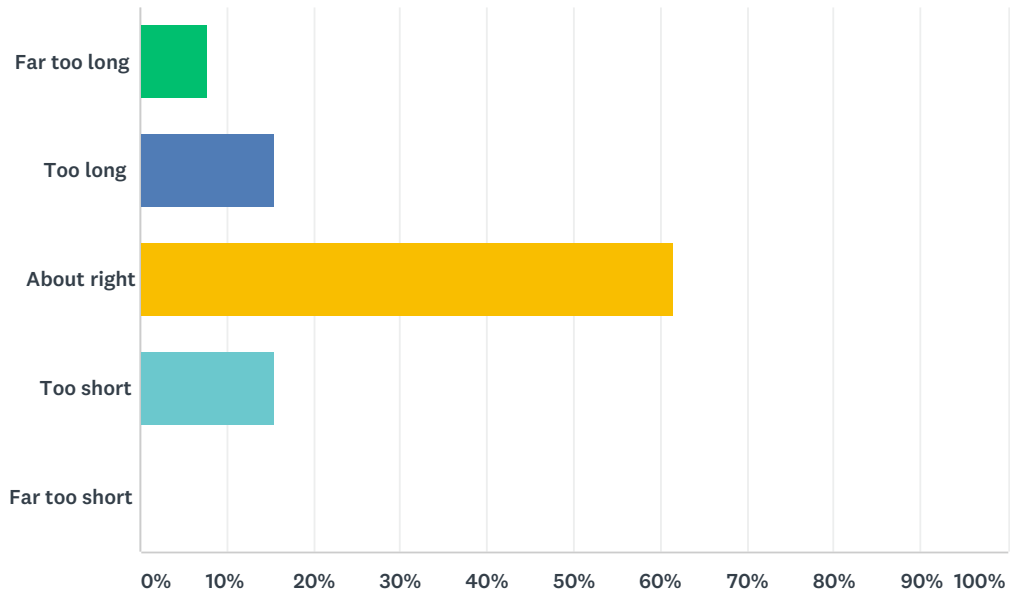
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	46.15%	6
Very good	46.15%	6
Good	7.69%	1
Fair	0.00%	0
Poor	0.00%	0
TOTAL		13

Q3 Do you think the conference was too long, too short, or about right?

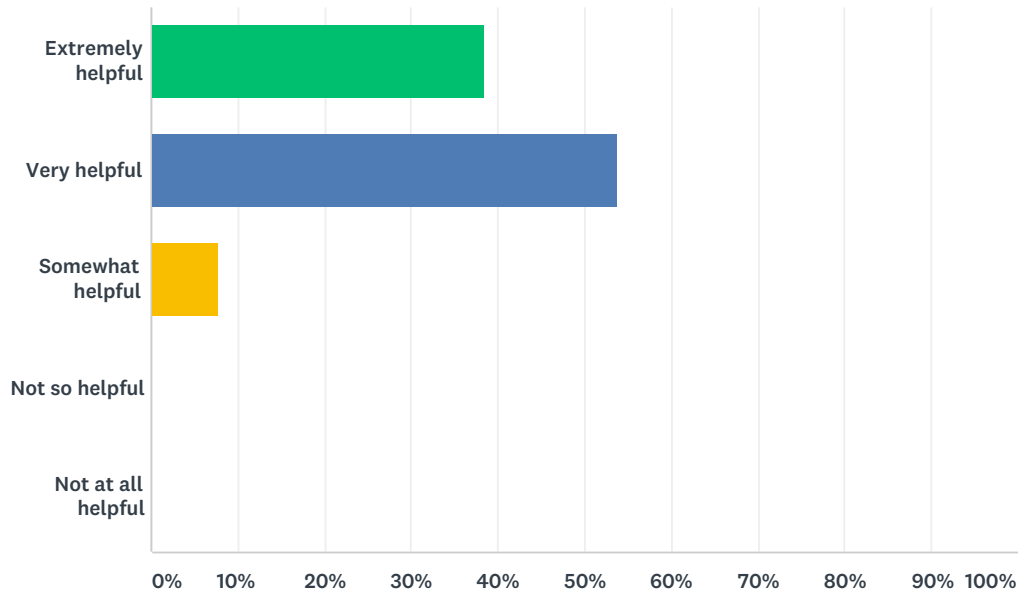
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Far too long	7.69%	1
Too long	15.38%	2
About right	61.54%	8
Too short	15.38%	2
Far too short	0.00%	0
TOTAL		13

Q4 How helpful was the content presented at the conference?

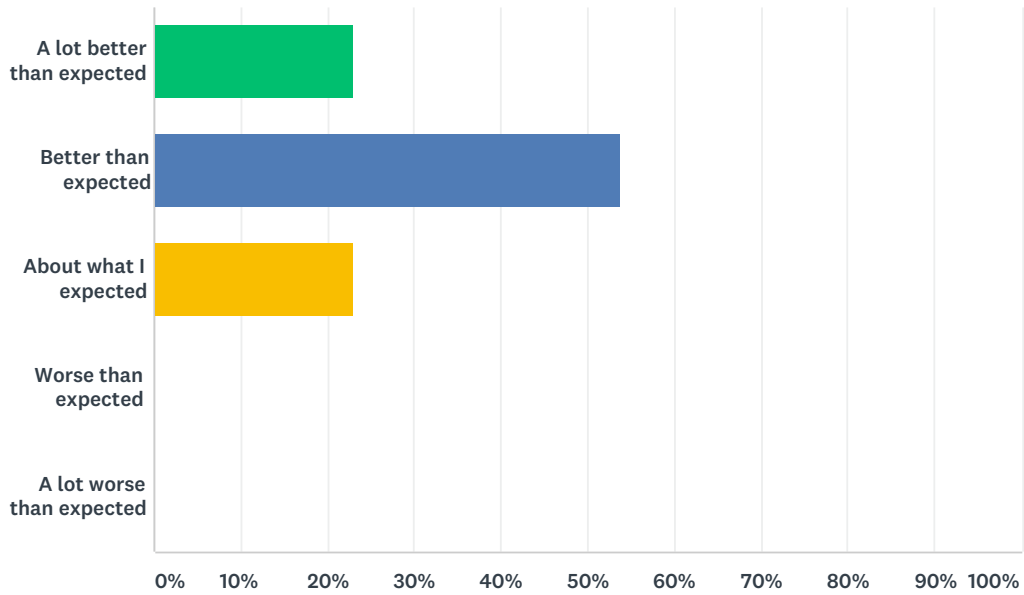
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely helpful	38.46%	5
Very helpful	53.85%	7
Somewhat helpful	7.69%	1
Not so helpful	0.00%	0
Not at all helpful	0.00%	0
TOTAL		13

Q5 How well did the conference meet your expectations? Was it...?

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
A lot better than expected	23.08%	3
Better than expected	53.85%	7
About what I expected	23.08%	3
Worse than expected	0.00%	0
A lot worse than expected	0.00%	0
TOTAL		13

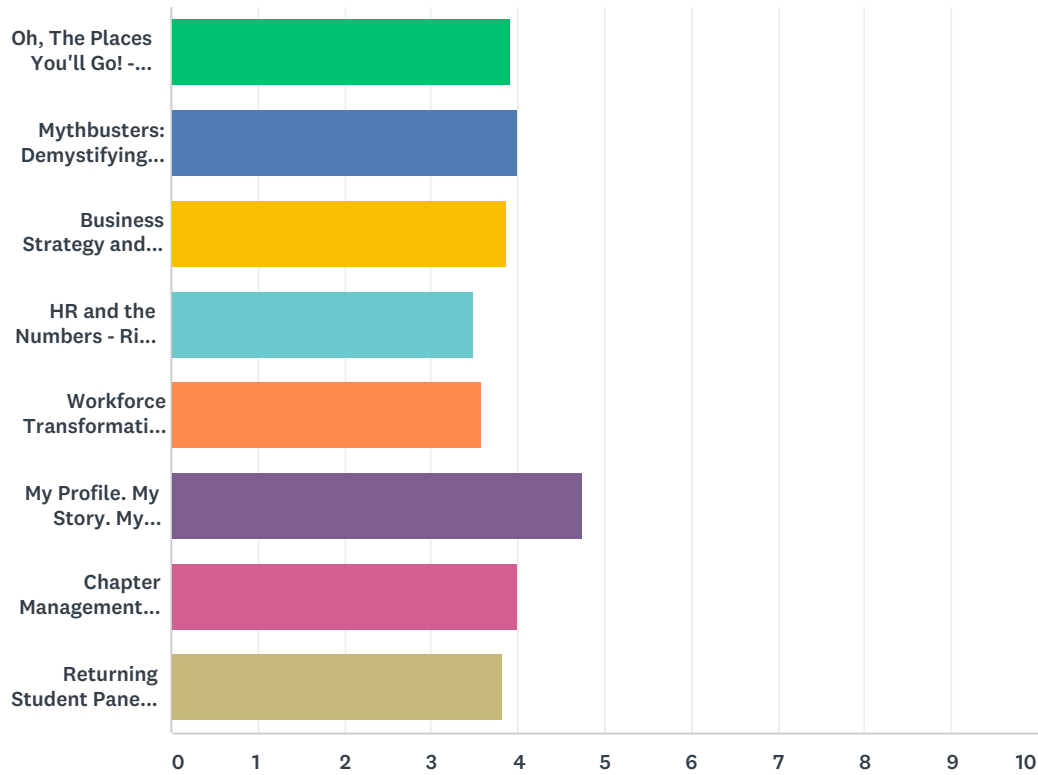
Q6 What was the single most valuable thing you learned at the conference?

Answered: 12 Skipped: 1

#	RESPONSES	DATE
1	The corporate tour of Mercer was very eye opening	5/10/2018 10:59 AM
2	Networking, Linkedin accounts, Laws in the HR field etc.	5/9/2018 2:21 PM
3	The corporate visits to me were the best. Getting to hear from professionals about their day-to-day and networking	5/9/2018 2:20 PM
4	I really appreciate how the break out sessions were geared more in a teaching style versus a presentation style. I enjoyed how the speakers engaged the students in the conversation.	5/9/2018 2:02 PM
5	My favorite topic was HR and the numbers	5/9/2018 1:13 PM
6	Seeing the plethora of fields HR can be part of and the job variety a career in HR can offer	5/9/2018 1:07 PM
7	hr	5/9/2018 12:52 PM
8	Networking	5/9/2018 12:51 PM
9	Insight from professionals in different areas of HR. For a student still exploring the various fields, learning the real world expectations was helpful.	5/9/2018 12:44 PM
10	N/A	5/9/2018 12:29 PM
11	How to network	5/9/2018 12:25 PM
12	How to represent and cultivate your personal brand (image).	5/9/2018 12:18 PM

Q7 How engaging were the speakers/presentations at the conference? (please rate each that you attended)

Answered: 13 Skipped: 0



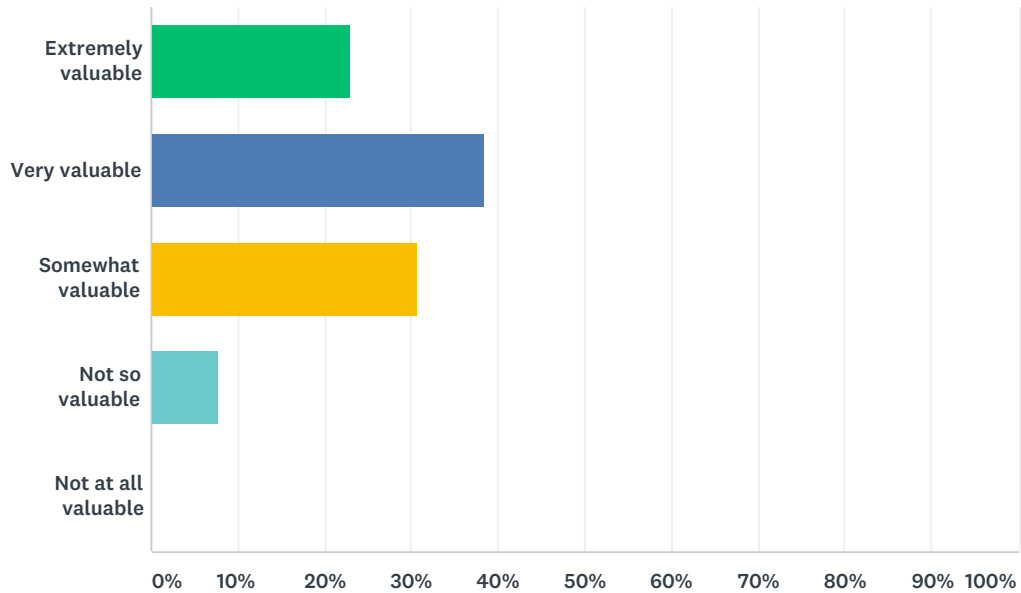
	NOT AT ALL ENGAGING	NOT SO ENGAGING	SOMEWHAT ENGAGING	VERY ENGAGING	EXTREMELY ENGAGING	TOTAL	WEIGHTED AVERAGE
Oh, The Places You'll Go! - Nancy Kasmar	0.00% 0	0.00% 0	33.33% 4	41.67% 5	25.00% 3	12	3.92
Mythbusters: Demystifying Key Areas of Employment Law - Aviva Kamm	0.00% 0	0.00% 0	42.86% 3	14.29% 1	42.86% 3	7	4.00
Business Strategy and the Role of HRM - David Rambow	0.00% 0	0.00% 0	50.00% 4	12.50% 1	37.50% 3	8	3.88
HR and the Numbers - Rick Howell	0.00% 0	0.00% 0	75.00% 6	0.00% 0	25.00% 2	8	3.50
Workforce Transformations & Conducting Employee Notification Meetings - Natalie Miller	0.00% 0	0.00% 0	42.86% 3	57.14% 4	0.00% 0	7	3.57
My Profile. My Story. My Brand. Working with LinkedIn - Cindy Pain	0.00% 0	0.00% 0	0.00% 0	25.00% 3	75.00% 9	12	4.75
Chapter Management Success	0.00% 0	0.00% 0	50.00% 4	0.00% 0	50.00% 4	8	4.00

2018 HR Leaders of Tomorrow

Returning Student Panel: What I Wish I Would Have Known Then	0.00% 0	18.18% 2	9.09% 1	45.45% 5	27.27% 3	11	3.82
---	------------	-------------	------------	-------------	-------------	----	------

Q8 In terms of your career development, how valuable were the networking opportunities at the conference?

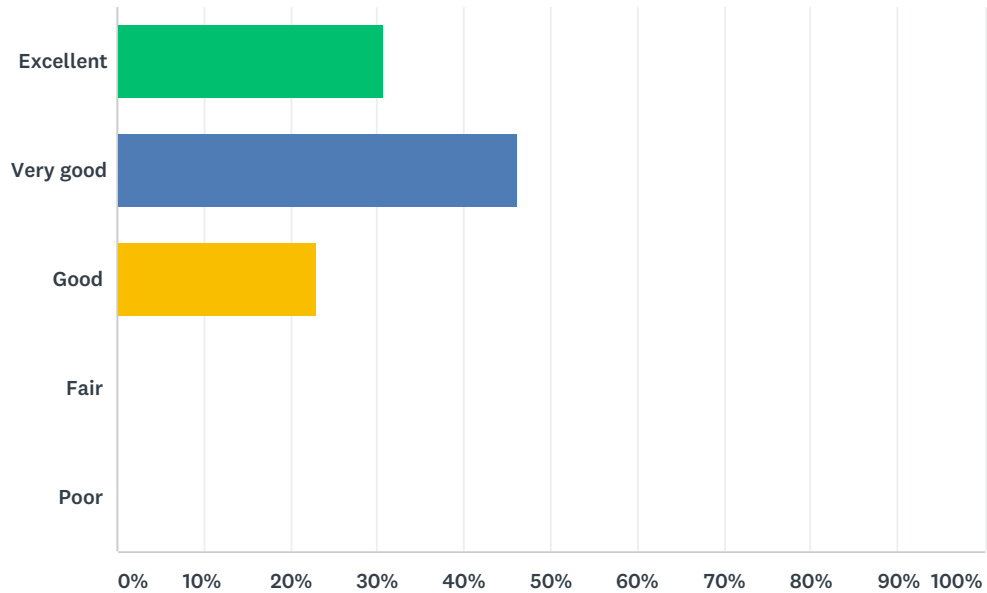
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely valuable	23.08%	3
Very valuable	38.46%	5
Somewhat valuable	30.77%	4
Not so valuable	7.69%	1
Not at all valuable	0.00%	0
TOTAL		13

Q9 How would you rate the quality of the facilities where the conference was held?

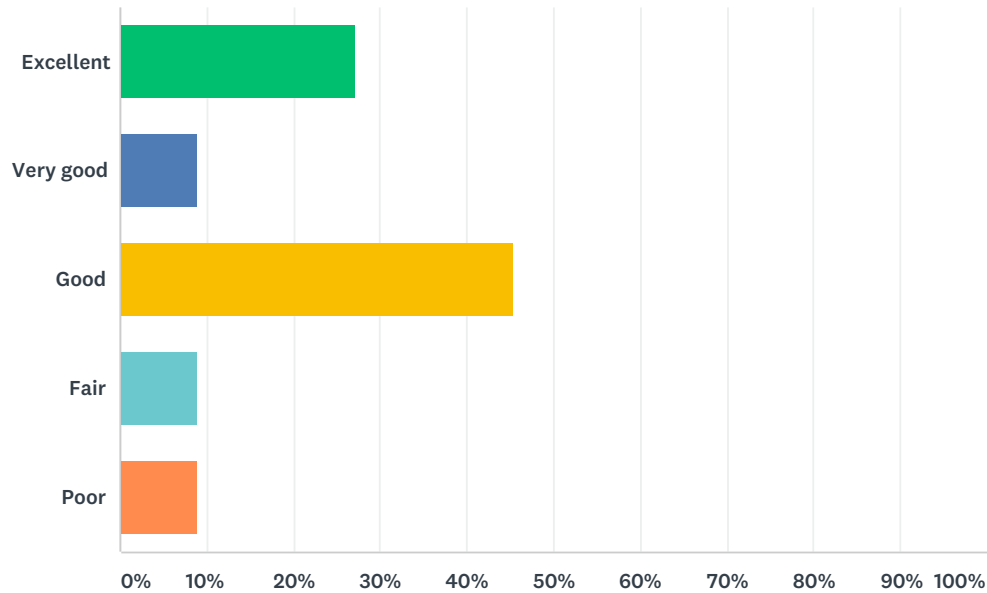
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	30.77%	4
Very good	46.15%	6
Good	23.08%	3
Fair	0.00%	0
Poor	0.00%	0
TOTAL		13

Q10 Please rate your experience with the Resume Review:

Answered: 11 Skipped: 2

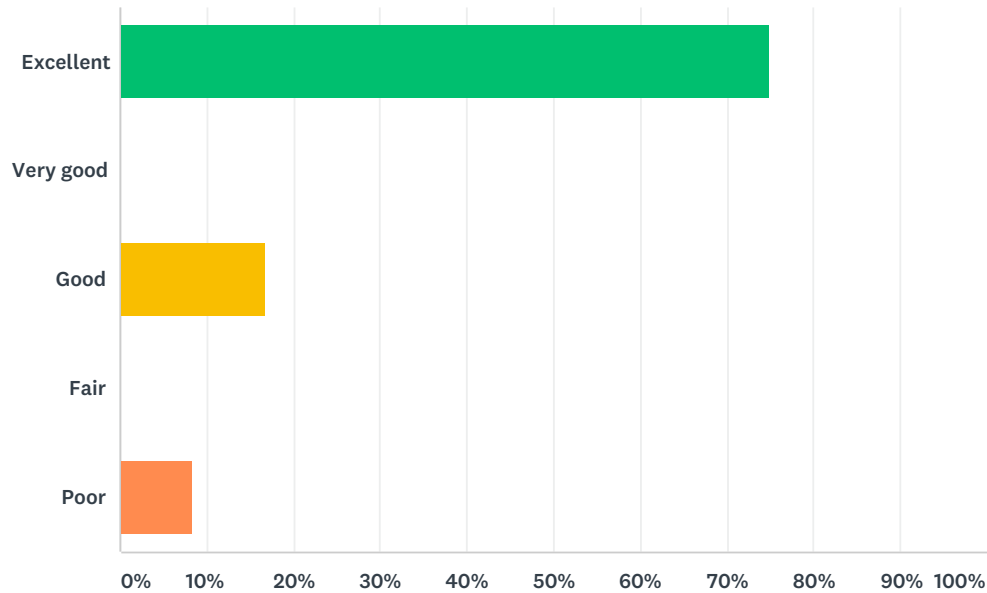


ANSWER CHOICES	RESPONSES
Excellent	27.27% 3
Very good	9.09% 1
Good	45.45% 5
Fair	9.09% 1
Poor	9.09% 1
TOTAL	11

#	IF YOU HAVE THOUGHTS ON HOW THE RESUME REVIEW COULD BE IMPROVED, PLEASE SHARE THEM WITH US.	DATE
1	I was unable to attend. I was in the Chapter meeting.	5/9/2018 2:21 PM
2	I chose another session but my peers seemed to enjoy it. I know that session did run a bit longer than the rest.	5/9/2018 2:20 PM
3	My reviewer was very short with my resume and told me to redo the entire document with little to no direction It would be helpful to have recruiters come in for resume review.	5/9/2018 12:51 PM
4	More HR hiring professionals. The person reviewing my resume was a professor who didn't seem to understand what my goals were.	5/9/2018 12:44 PM
5	I got some feedback, but not a whole lot.	5/9/2018 12:29 PM
6	Allow for more time or more reviewers	5/9/2018 12:25 PM

Q11 Please rate your experience with the Corporate HR Visits:

Answered: 12 Skipped: 1

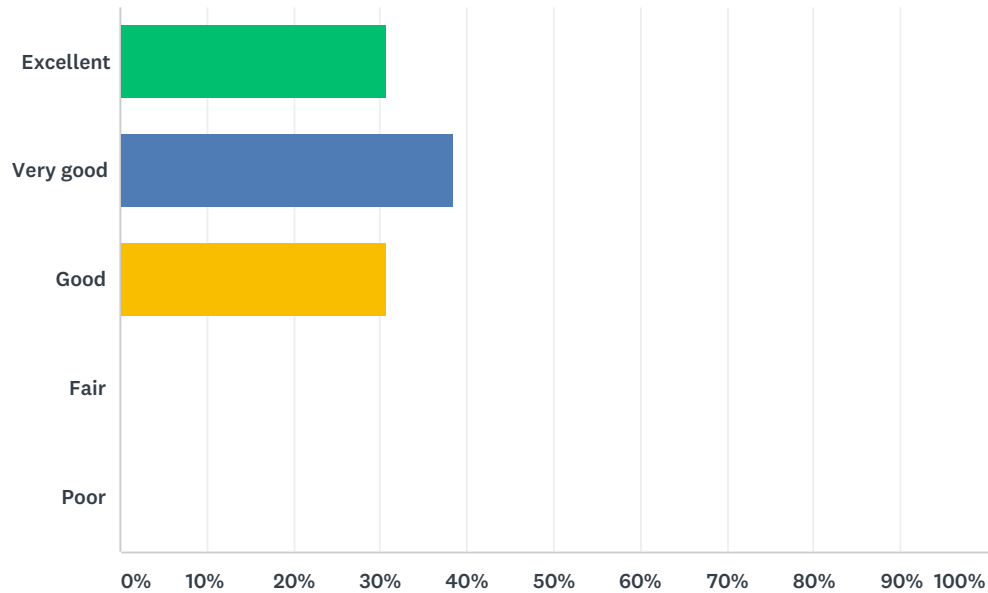


ANSWER CHOICES	RESPONSES	
Excellent	75.00%	9
Very good	0.00%	0
Good	16.67%	2
Fair	0.00%	0
Poor	8.33%	1
TOTAL		12

#	IF YOU HAVE THOUGHTS ON HOW THE CORPORATE HR VISITS COULD BE IMPROVED, PLEASE SHARE THEM WITH US.	DATE
1	I was able to network and get information from some very important leaders in the HR field.	5/9/2018 2:21 PM
2	We went to a community college, that was a waste of time.	5/9/2018 12:52 PM
3	The corporate visits were a little bit longer than expected.	5/9/2018 12:29 PM

Q12 Please rate your experience with the HR Games:

Answered: 13 Skipped: 0

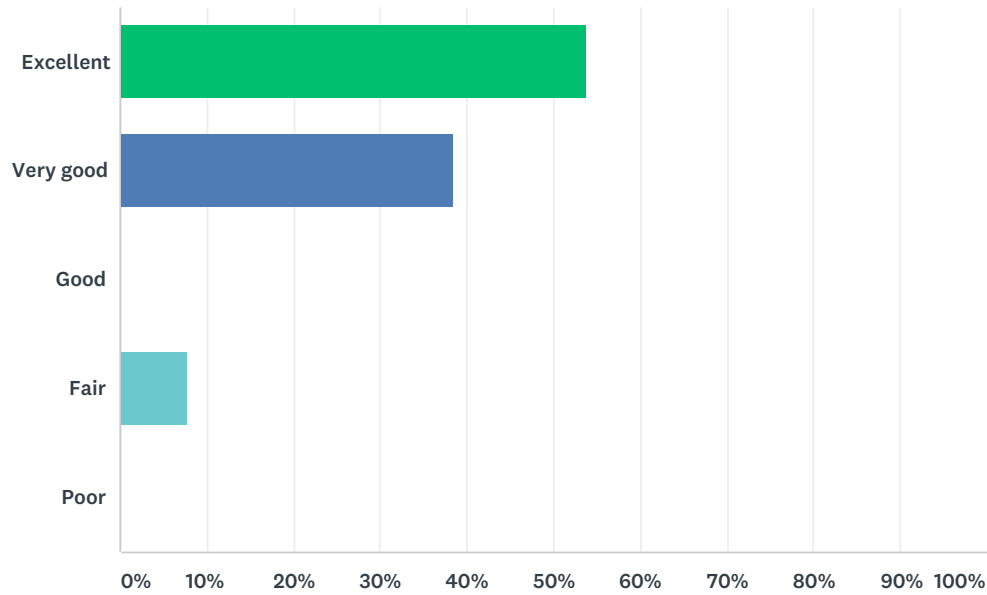


ANSWER CHOICES	RESPONSES	
Excellent	30.77%	4
Very good	38.46%	5
Good	30.77%	4
Fair	0.00%	0
Poor	0.00%	0
TOTAL		13

#	IF YOU HAVE THOUGHTS ON HOW THE HR GAMES COULD BE IMPROVED, PLEASE SHARE THEM WITH US.	DATE
1	Split it into two groups for undergrads and grad students to be more fair? I felt that I had an unfair advantage almost	5/10/2018 10:59 AM
2	More prizes	5/9/2018 12:25 PM

Q13 How would you rate the value for the money of the conference?

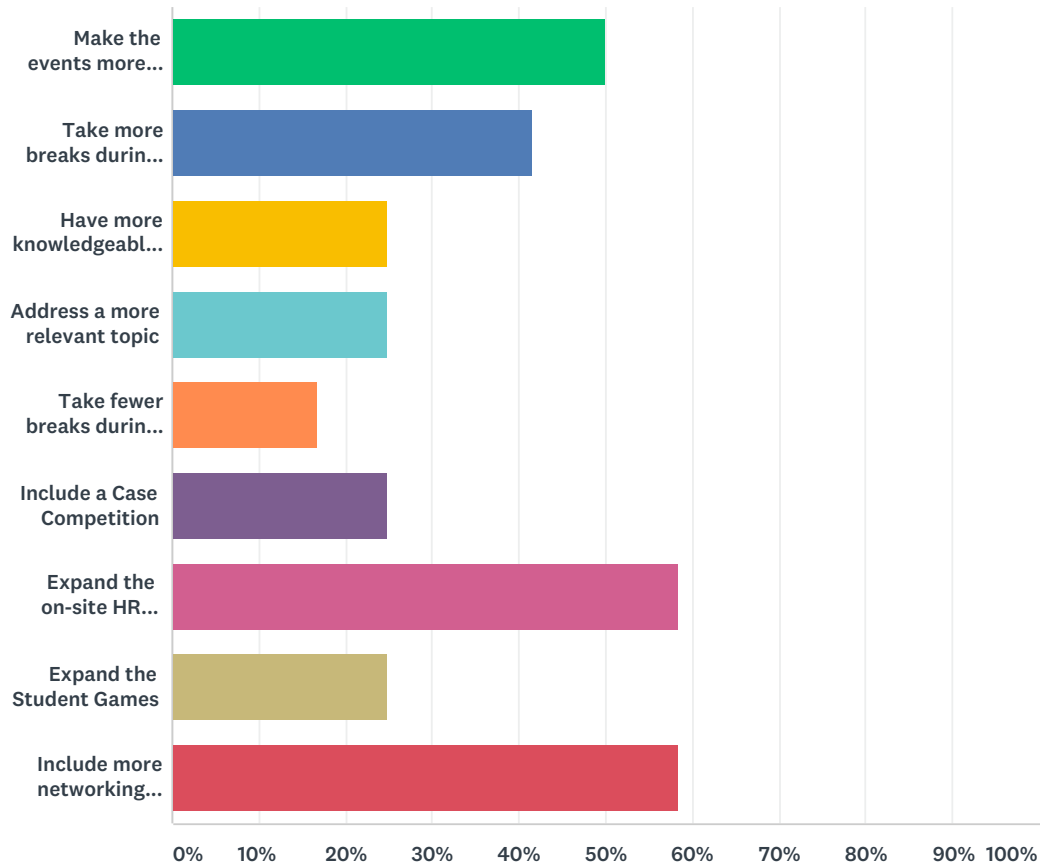
Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	53.85%	7
Very good	38.46%	5
Good	0.00%	0
Fair	7.69%	1
Poor	0.00%	0
TOTAL		13

Q14 How could future student conferences be improved? Select all that apply.

Answered: 12 Skipped: 1



ANSWER CHOICES		RESPONSES	
Make the events more interactive		50.00%	6
Take more breaks during the event		41.67%	5
Have more knowledgeable speaker(s)		25.00%	3
Address a more relevant topic		25.00%	3
Take fewer breaks during the event		16.67%	2
Include a Case Competition		25.00%	3
Expand the on-site HR Visits		58.33%	7
Expand the Student Games		25.00%	3
Include more networking opportunities with local HR professionals		58.33%	7
Total Respondents: 12			

#	OTHER (PLEASE SPECIFY)	DATE
1	More direct connections with companies for the future, bring in international companies	5/10/2018 10:59 AM

2018 HR Leaders of Tomorrow

2	The short breaks did not give us a chance to come recharged and prepared for the next. I think engagement would be higher if there was more resting time!	5/9/2018 2:20 PM
3	The networking opportunities were too short (probably based on the overall conference timeline -- one more day would be appropriate)	5/9/2018 1:07 PM

Q15 We are always looking to improve. Do you have any topics that you would like to see future student events?

Answered: 3 Skipped: 10

#	RESPONSES	DATE
1	A few more breaks. It was a lot of information and I felt at a certain point exhausted.	5/9/2018 2:21 PM
2	First HR role- how to leverage the opportunity; How to Earn an HR Position	5/9/2018 2:20 PM
3	Employment Law was interesting. Maybe explore less traditional HR roles? People who are doing HR without holding an HR role I guess?	5/9/2018 12:44 PM

Q16 Do you have any other comments, questions, or concerns?

Answered: 3 Skipped: 10

#	RESPONSES	DATE
1	Great job!!!!	5/10/2018 10:59 AM
2	Wonderful experience all around. Would recommend	5/9/2018 2:20 PM
3	There were a lot of networking breaks. I felt like this time could have been shortened and finished up the conference in a shorter amount of time.	5/9/2018 12:29 PM