



The NHRMA Advantage





Mission

- To provide professional development opportunities for HR professionals in the states of Alaska, Oregon and Washington

State	Members (as of June 2014)	Professional Chapters	Student Members (as of June 2014)	Student Chapters
Alaska	990	4	108	2
Oregon	3,674	10	177	2
Washington	7,538	17	467	4



NHRMA's Purpose

To provide professional development opportunities for HR professionals in the states of Alaska, Oregon and Washington;

Conduct activities in the advancement of the HR profession;

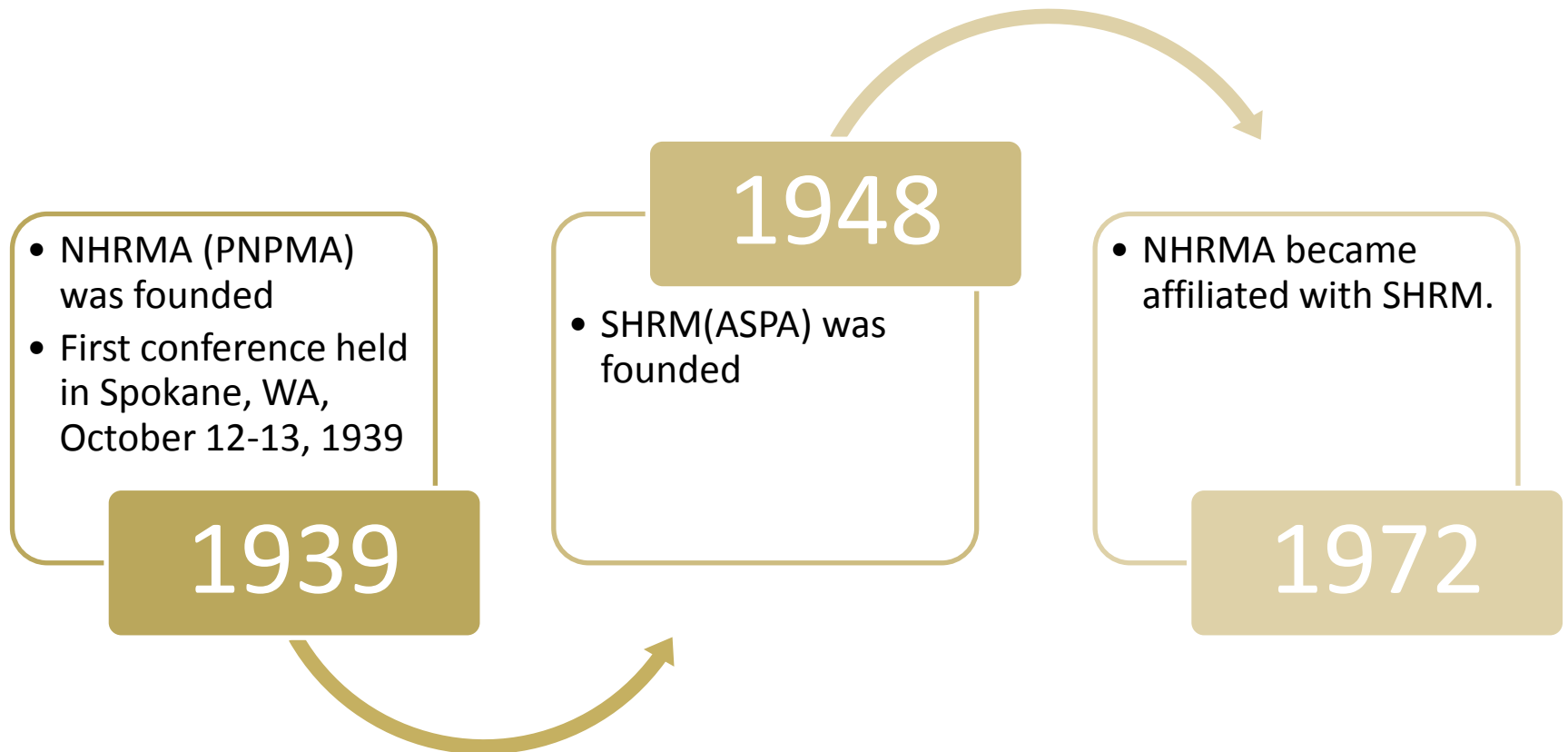
Recognize outstanding achievement of HR professionals in Alaska, Oregon and Washington;

Provide support for SHRM chapters and members in Alaska, Oregon and Washington;

Support the goal of maintaining 100% SHRM chapters in Alaska, Oregon and Washington; and

Further the mission of SHRM.

NHRMA History -77 years and counting



SHRM/NHRMA Structure

SHRM Pacific West Regional Council



Professional
Development



SHRM AK

4 Chapters,
2 Student Chapters



SHRM OR

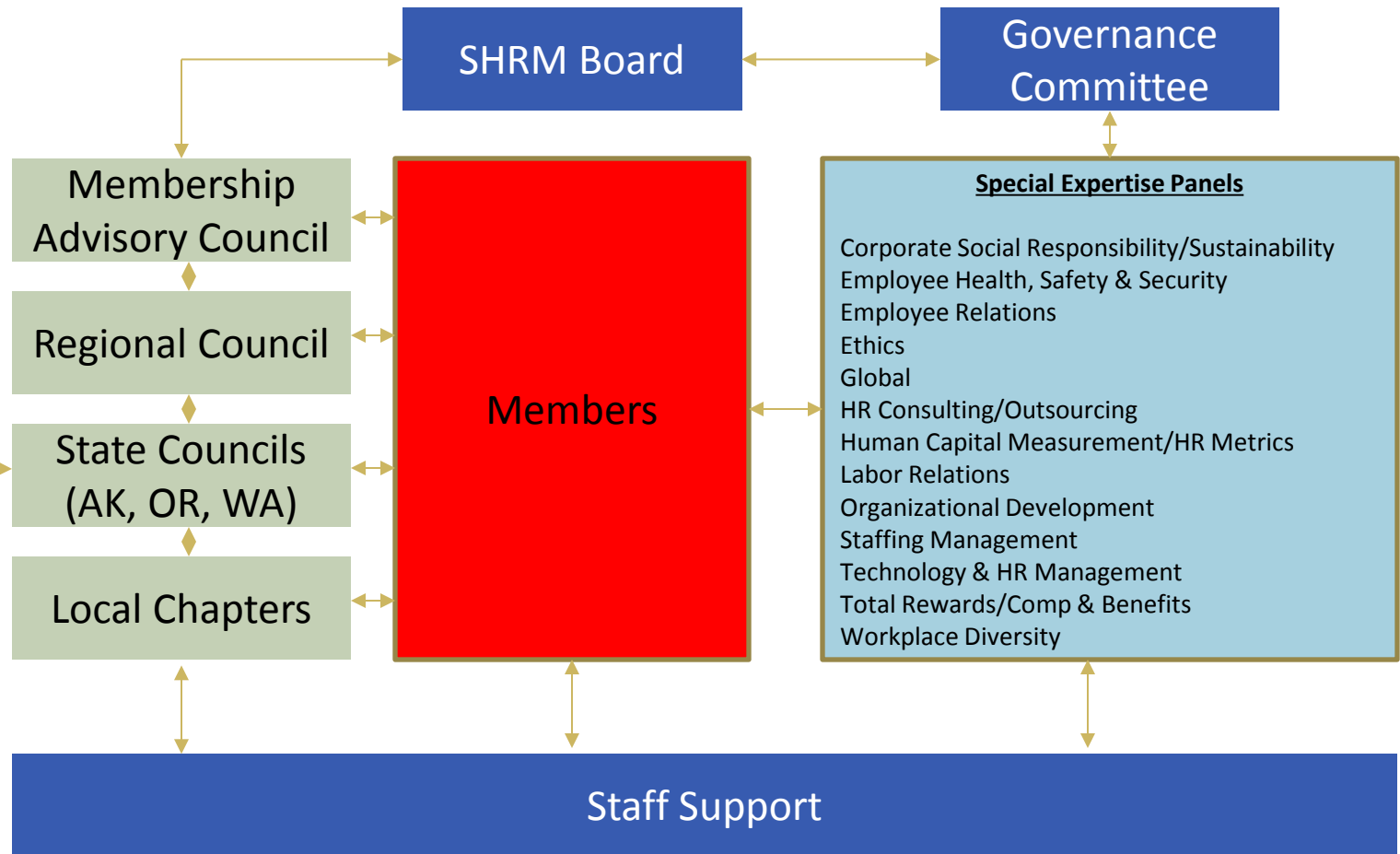
10 Chapters,
2 Student Chapters



SHRM WA

17 Chapters,
4 Student Chapters

SHRM Volunteer Leadership Structure

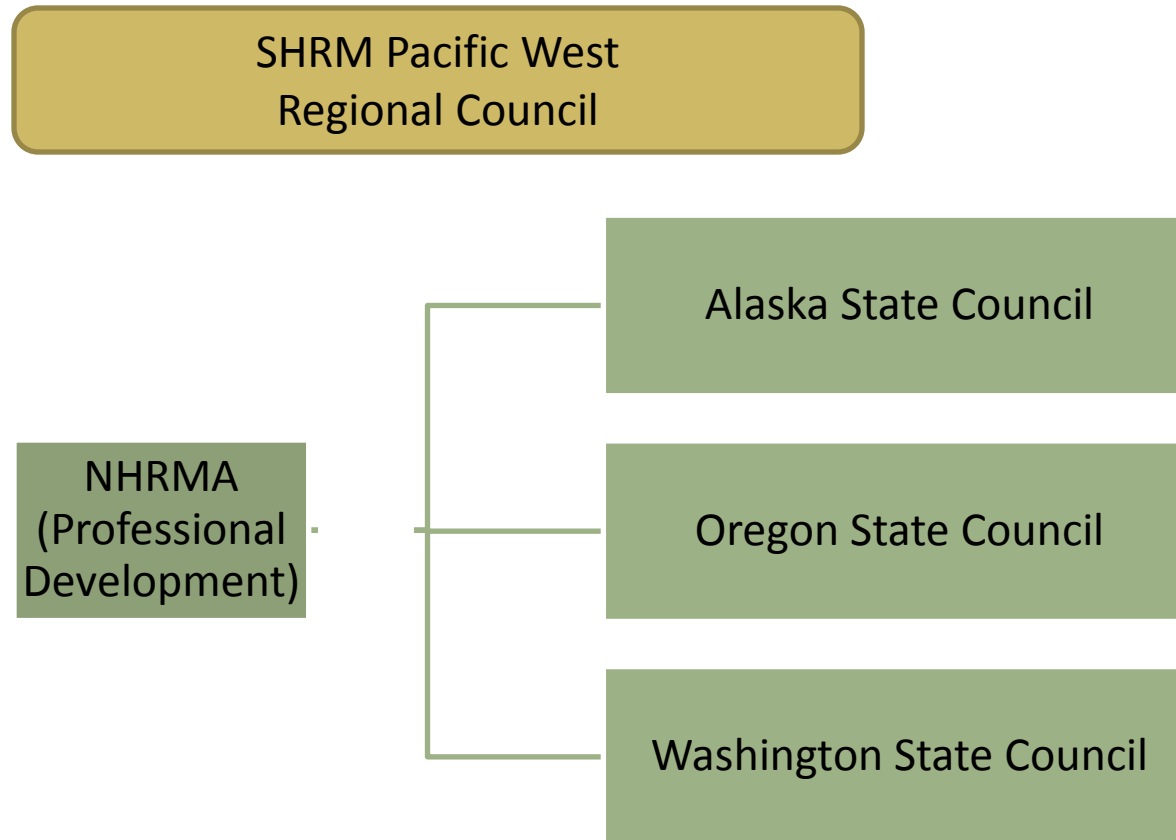


Governance Committee approves appointment of members to special expertise panel

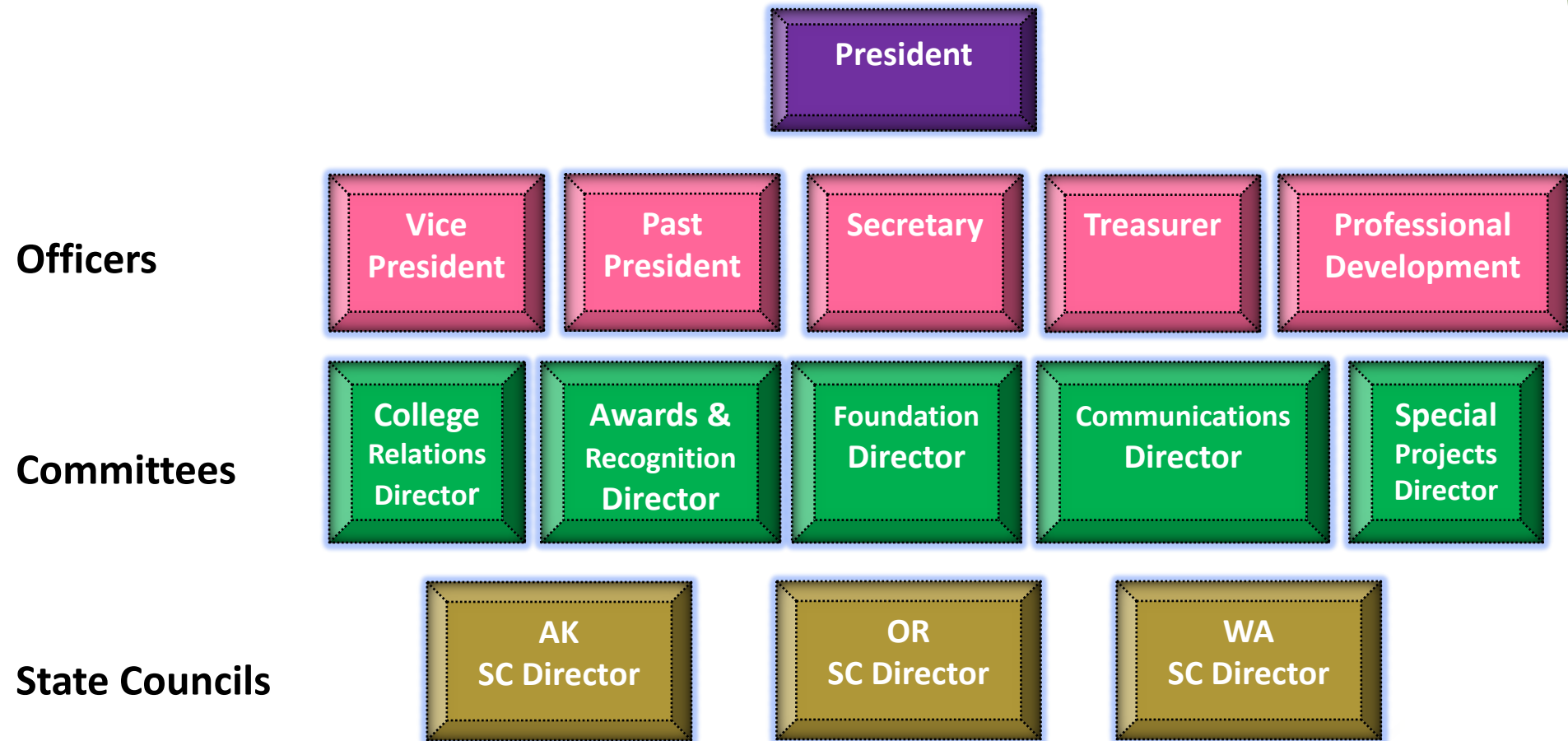
NHRMA 2015 Board of Directors



Structure



NHRMA Volunteer Board Structure



SC Directors are voting members | Inform



State Council Directors Role

- Sits on the NHRMA Board of Directors
 - Contributes to all business/decisions of the NHRMA Board
 - Voting member
 - Informs NHRMA of activities in the states
 - Communicates NHRMA activities/programs to State Council Board members and State Chapters
- 



WHAT IS NHRMA?

Northwest Human Resources Management Association

Founded 1939 | SHRM Affiliate since 1972

Serving HR Professionals in Alaska, Oregon and Washington



PURPOSE

Provide professional development opportunities

Recognize outstanding achievement

Support maintenance of 100% SHRM chapters

Conduct activities for the advancement of the HR profession

Support SHRM chapters and members in AK, OR, WA

Further the mission of SHRM and support SHRM Foundation

SHRM Membership by State



Alaska	963
Oregon	3,705
Washington	7,580

SHRM Chapters



Alaska	4
Student chapters	2
Oregon	10
Student chapters	2
Washington	17
Student chapters	4

HRCI Certified



Alaska	37%
Oregon	50%
Washington	56%



THE NHRMA ADVANTAGE

The NHRMA Advantage



Unleashes HR Professionals Potential



Elevates & Advances the HR Profession



Creates Successful HR Professionals

Professional Development

- To provide professional development opportunities for HR professionals in the states of Alaska, Oregon and Washington

HR ACADEMIES

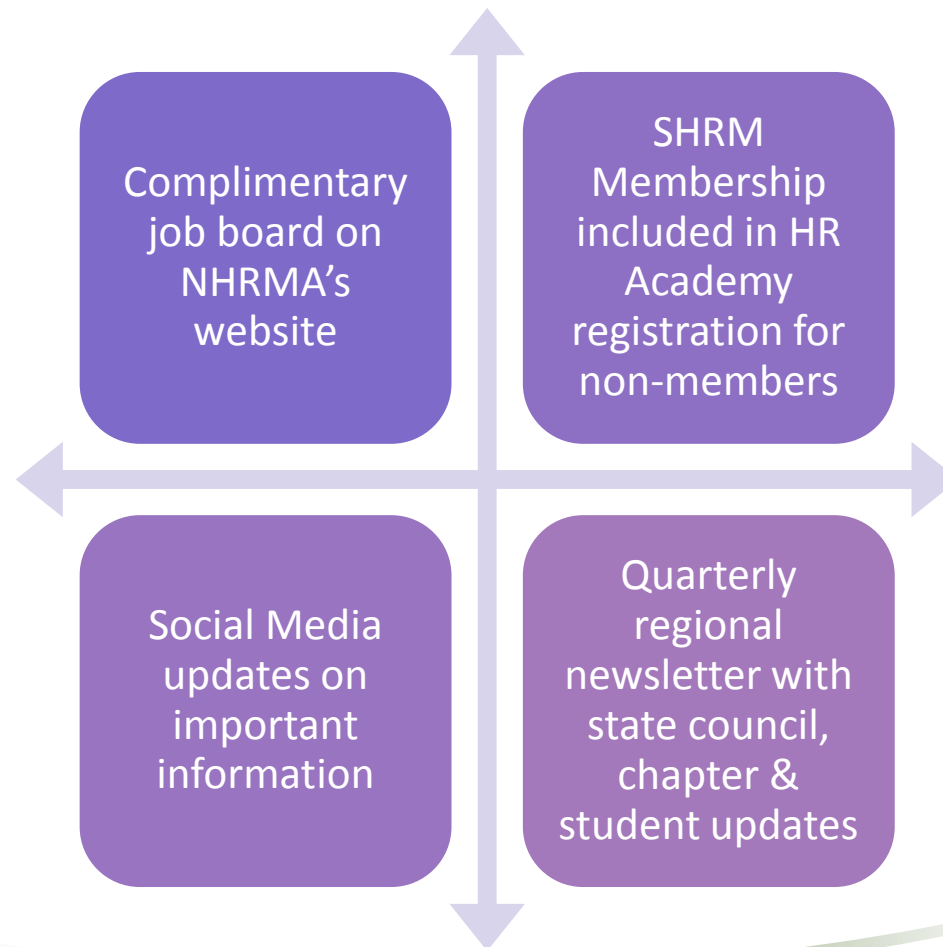
**ANNUAL
CONFERENCES**

**STUDENT
CONFERENCES**



Advance the Profession

- Conduct activities in the advancement of the HR profession





Recognition

- Recognize outstanding achievement of HR professionals in Alaska, Oregon and Washington

Robert Denomy
Award for Student
Leadership

Randy Lundberg
Northern Lights
Award

Sharon Koss
Graduate Student
Award

Distinguished
Member Award

Award	
Robert Denomy Award for Student Leadership	2014 – WBU – Rachel Saddler 2013 – WBU – Brittany Sogge 2011 – WBU – Julie Drinen 2010 – WBU – Bonnie Dorman 2003 – UAA – Patty Hickok
Randy Lundberg Award	2012 – ASHRM – A Multi-Agency Partnership at Work 2010 – ASHRM – The Last HRCI Recertification Frontier 2008 – ASHRM - Diversity 2004 – ASHRM – Transition Assistance Program 1996 – ASHRM – Outstanding Chapter Operations
Distinguished Member	Arve Solomon Elaine Williams, SPHR James Jose, Ph.D.,SPHR, Kristi Acuff, SPHR Louis M. Christie, SPHR Mary Tesch, SPHR Patty Hickok, SPHR, GPHR Ronald Frazee, SPHR Todd Allen, SPHR, CCP Robert Weaver



Oregon

Award	
Robert Denomy Award for Student Leadership	2012 – PSU – Lorissa Porteous 2008 – PSU – Sharon Gattman 1999 – PSU – Julie Dondaville 1997 – PSU – A Cybelle Lyon 1995 – Southern Oregon State College – Theresa Terrill 1994 – PSU – Becky Easley Whitten 1992 – Mid-Willamette University – Sean Madian
Randy Lundberg Award	2009 – Mid Willamette Valley Chapter – Overall Chapter Excellence 2007 – PHRMA – Student Workforce Readiness Program 1999 – Central Oregon – Revitalization of Chapter 1998 – Lane County HRMA – Outstanding Chapter Operations 1997 – PHRMA – Outstanding Chapter Operations
Sharon Koss Award	2012 – Villanova University – Kristina Bader



Oregon

Distinguished Members

Alan Cabelly, Ph.D., SPHR*

Judy Clark, SPHR, CPC

Daniel Tabizon, SPHR

Keith Menk, SPHR

Debbie Bronson

Kevin R Cornwell, PHR

Deborah Jeffries, PHR, CPC

Larry M. Hellie, SPHR, CBP, CCP, GRP

Dianna Gould, SPHR

Marcia F. Vargas

Donald Low

Matthew M. Amano, Ph.D.

Eric Wilson, SPHR

Matthew Warner, SPHR

Isaac Dixon, SPHR*

Randall Lundberg, SPHR**

Jim Zwicker, SPHR *

Rian T. Brown, SPHR

Tamara G. Nordin, SPHR

Rick Howell, SPHR, GPHR, CCP*

Thom Jones

Robert D. Lawrence

* Two time recipient **Deceased



Oregon

* Two time recipient **Deceased

Past NHRMA President as Distinguished Members

1941	Laurin E. Hinman
1943	Robert H. Williams
1946	Harold M. Gowing
1956	Willis A. Noel
1959	F. N. Jacoby
1961	William Ludders
1964	Norman F. Stone
1967	S. T. "Si" Ford
1968	William Zimmerman, SPHR
1971	Norman C. Wiese**
1973	Blair A. Babcock**
1977	Pauline W. Tiffany**
1979	Thomas G. Kelley, SPHR

Past NHRMA President as Distinguished Members

1981	Ralph L Haight
1982	Rex A. Newell
1984	Donald T. Strom
1987	Jim E. Russell, SPHR
1988	Jerry D. Odell, SPHR
1989	Bruce Inselman
1992	Rian H. Brown, SPHR
1996	Jim Zwicker, SPHR
2000	Alan Cabelly, Ph.D., SPHR*
2002	Isaac Dixon, SPHR*
2005	Jill Faughender, SPHR
2007	Monique Little, PHR
2011	Rick Howell, GPHR, SPHR, CCP*
2013	Laurie Roe, SPHR
2014	Lisa Snively



Washington

Award	
Robert Denomy Award for Student Leadership	2009 – Central Washington University – Lauren Bair 2007 – University of Washington – Michelle Rutherford 2006 – Central Washington University – Kristine Foreman 2006 – Washington State Univ. Vancouver – Michael Larman 2005 – Gonzaga University – Laurie Slonecker 2004 – University of Washington – Lay Loh 2002 – Western Washington University – Michael Levine 2001 - Central Washington University – Meghann Daily 2000 – Central Washington University – Brian Kickbush 1998 – WWU – Jenni Smith 1996 – WWU – Chris Land 1993 – WWU – Mindy Morris Harter
Randy Lundberg Award	2014 – AVHRA – Achieving Excellence in Overall Chapter Operations and Revitalization 2013 – West Sound Chapter – Preparing Veterans for Success 2011 – Columbia Basin – Veteran’s Career Fair & Workshops 2006 – Snohomish County Chapter – Outstanding Chapter Operations 2005 – AVHRA – Community Relations and Professional Development 2003 – Spokane Valley Chapter – Combating Health Care Costs 2001 – SWHRMA – Outstanding First Year 2000 – Yakima Valley – Job Fair
Sharon Koss Award	2013 – Pepperdine University – Lisa Dean



Washington

Distinguished Member

Bert Mills*	Kevin R Cornwell, PHR
Bruce Wonder, Ph.D.	Lisa Dean, SPHR, GPHR
Carol Bender, SPHR	Lisbeth Claus, Ph.D., SPHR, GHPR
Catherine Dovey, CCP, SPHR*	Marilyn Hoppen, SPHR*
Debby Ogan, PHR*	Mary Nance, SPHR
Donna Schneider, SPHR*	Norma Carolyn
Elaine Williams, SPHR	Rick Coffey, SPHR, CEBS, CPC, CPCCM*
Herbert S. Lowe	Robert W. Peterson, SPHR
Janice A. Miller, SPHR*	Rochelle Crollard, SPHR*
Jim Nimnicht, Ph.D., SPHR	Sharon Koss, SPHR, CCP* **
John Mack*/**	

* Two time recipient **Deceased



Washington

* Two time recipient **Deceased

NHRMA President as Distinguished Member

1940 General H. G. Winsor

1942 Joseph W. Rupley

1944 Robert A. Sutemeister

1945 Sheldon F. Kiser

1947 Caremce W. Sherman

1948 Victor C. Gault

1950 Roy S. Leighton

1951 Wallace Burch

1953 William R. Wren

1955 Peter Piper

1957 Nell K. Smith

1962 Earl J. Johnson

1963 Robert L. Burke

1966 Clarence E. Baker

NHRMA President as Distinguished Member

1969 Donald E. Forsander

1972 Roy P. McCrary

1974 Fred C. Campbell

1976 Thomas C. Bryan

1978 Robert W. Denomy**

1980 Raymond Joseph

1983 Joyce L. Johnson

1986 John Lynn

1990 Robert Hilsmann, SPHR

1991 Bernice M. Vonnegut, SPHR

1993 Sandra K. O'Neal, SPHR

1994 Janice A. Miller, SPHR*

1995 John Mack

1997 Bert Mills*

NHRMA President as Distinguished Member

1999	Rick Coffey, SPHR, CEBS, CPC, CPCM*
2001	Debby Ogan, PHR*
2003	Catherine Dovey, SPHR, CCP*
2004	Scott Washburn, PHR
2006	Rochelle Crollard, SPHR*
2008	Dennis Stevenson, Ph.D., SPHR, GPHR, REBC, CEBS, CFP
2009	Marilyn Hoppen, SPHR*
2010	Donna Schneider, SPHR*
2012	Ren'ee Mangini, SPHR, GPHR

* Two time recipient **Deceased



Support to Student Chapters

- Provide support for student SHRM chapters and members in Alaska, Oregon and Washington

Provides funding for newly formed SHRM student chapters in AK, OR, & WA

Premiered & conducts a NW Student Conference and Case Study Competition for AK, OR, WA

Case study competition team winner & advisor get expenses and registration to the Annual SHRM Conference

Website promotes student chapter events as a service

Includes student news in quarterly regional newsletter

Provides funding for student chapters to attend other SHRM student events

Marilyn Hoppen Student Grant: provide funds to promoting chapter initiatives



Support to Chapters

New Chapter Support

SHAPE Rewards

- Platinum 1,250
- Gold 1,000
- Silver 750
- Bronze 500

Events promoted on
website



SHAPE Awards from 2008-2013

	ALASKA	OREGON	WASHINGTON	TOTAL/YR
2008	\$2,000	\$4,000	\$13,000	\$19,000
2009	\$2,000	\$4,000	\$12,000	\$18,000
2010	\$1,750	\$3,000	\$12,750	\$17,500
2011	\$1,750	\$6,000	\$14,500	\$22,250
2012	\$1,300	\$3,412	\$10,237	\$14,949
2013	\$4,500	\$8,000	\$15,250	\$27,750
TOTAL	\$13,300	\$28,412	\$77,737	\$119,449

In the last 5 years, we have provided a total of \$119,449 in support to chapters in Alaska, Oregon and Washington





Support to State Councils

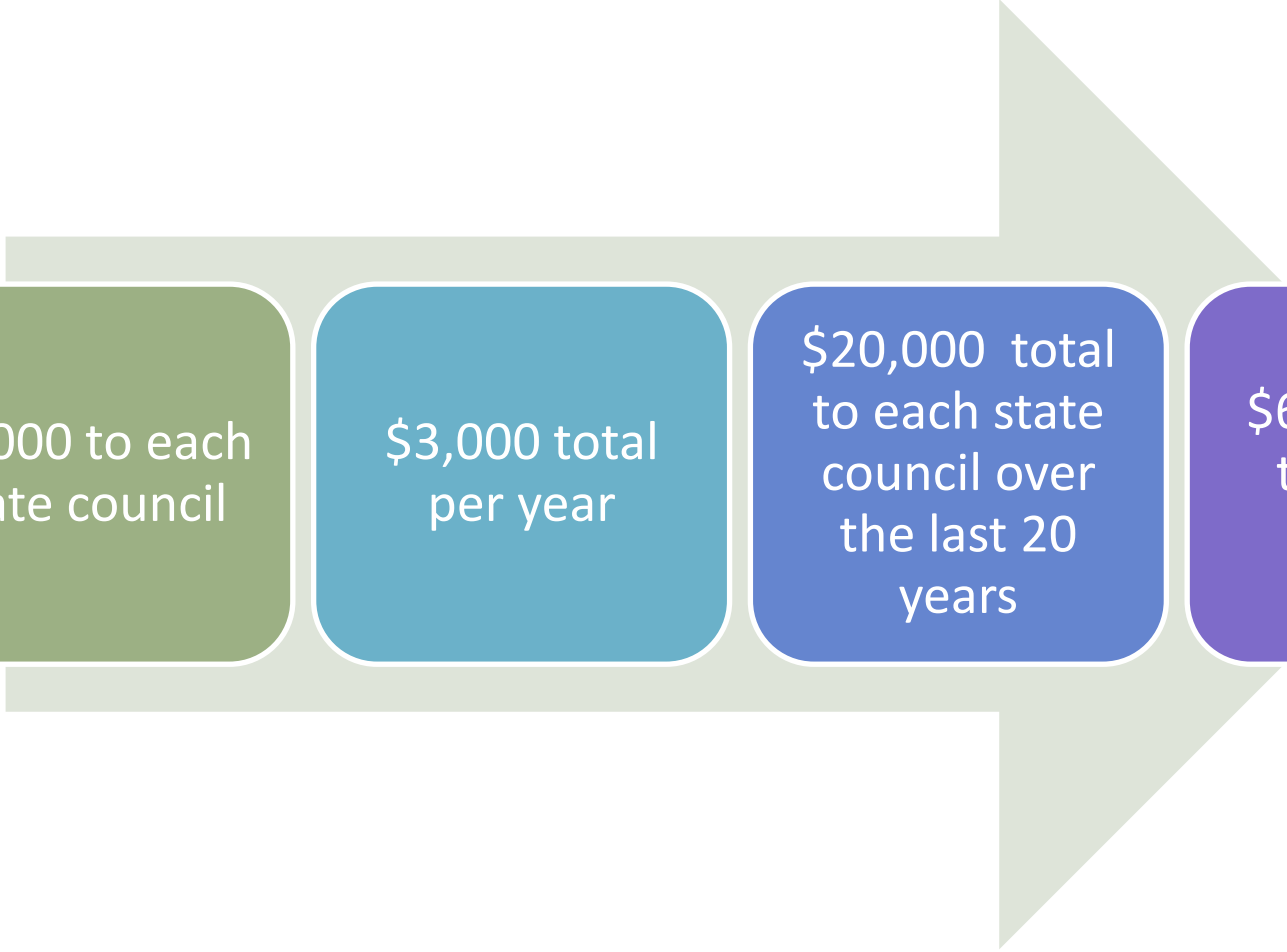
\$1,000 annual
grant

Seat on
NHRMA Board

Events
promoted on
website



Annual Grants to State Council



\$1,000 to each
state council

\$3,000 total
per year

\$20,000 total
to each state
council over
the last 20
years

\$60,000 over
the last 20
years



Support to Chapters and State Councils

- Conference Profit Sharing Program – shares 25% of the NHRMA Conference revenue with host SHRM chapter.

Example:

	Host Chapter or State Council	Net Proceeds to Host
2014	INSHRM, Spokane, WA	\$38,000
2013	South Puget Sound, Tacoma, WA	\$28,274
2012	Alaska State Council, AK	\$8,135
2011	Snohomish Chapter - Bellevue, WA	\$25,194
2010	Lane County Chapter - Sunriver, OR	\$19,201

\$118,804 total received directly by host chapters or state councils in 5 years!

Support SHRM



SHRM Foundation

Annual donation
Silent Auction at Conference
Item donation
Matching gift to chapters and state councils



Student Chapters

Financial support to attend
annual conference

NHRMA DONATED

\$13,143



THE NHRMA ADVANTAGE

In addition to providing professional development opportunities in the Northwest, NHRMA has benefitted Alaska, Washington and Oregon and the SHRM Foundation with contributions, profit sharing or donations of over

\$250,000 in 6 years!