



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on March 3, 2015, via teleconference.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Nancy Miller, SPHR	Director	Present
Patty Hickok, SPHR, GPHR	Past-Director	Present
Anne Sakumoto, PHR	Director-Elect	Present
Patty Billingsley, SPHR	Anchorage Chapter President	Present
Sallie Stuvek, PHR	Fairbanks Chapter President	Present
Jeanna Wittwer, PHR	Juneau Chapter President	Absent
Russell Black, SPHR	Mat-Su Chapter President	Present
Patricia Mitchell, SPHR	Diversity Director	Present
Dr. Charla Brown	College Relations Director	Absent
Ben Krisher, PHR	Legislative Affairs Director	Present
Patty Hickok, SPHR, GPHR	Communications Director	Present
Ann Flister, SPHR	Workforce Readiness Director	Present
Mary Hilcoske, CLM, SPHR	Secretary/Treasurer	Absent
Dr. David Rambow, SPHR	SHRM Foundation Director	Present
Patty Hickok, SPHR, GPHR	Membership Director	Present
Kim McKinley, SPHR	Professional Development Director	Present
Molly Webb, PHR, MBA	Certification Director	Present
Dianna Gould, CAE	Pacific West Regional Director	Absent
Melanie Sauafea	Social Media Director	Absent

Call to Order:

Nancy Miller, ASSC Director, called the meeting to order at 12:01 PM.

Guest in attendance, Mike Letizia, our SHRM MAC (Member Advisory Council) rep.

Meeting Minutes Approval

Patty Billingsley moved to approve the February 21 meeting minutes with corrections; seconded by Patricia Mitchell. MOTION APPROVED with changes.

Corrections:

- SHRM Foundation presentation pg1- include the URL link for members to make donations. Also, Dr. Rambow asked board members to email him when the donations are made.
- Attach to the minutes the CPA recommendations
- Include the members first and last names to clarify who each person is.





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- Under diversity should be Patricia Mitchell instead of Anne.
- Gregory Fischer presentation work with Ben on language. Need to attach the resolution and the handouts from Gregory Fischer.

Director Report –State restructure taskforce update- The taskforce will consist of: Sallie Stuvek, Fairbanks, Russell Black, Mat-Su, Molly Webb, Anchorage, Jeanna Wittwer, Patty Hickok, Anne Sakumoto and Nancy Miller. The taskforce will focus on deciding if Alaska should move to one chapter or remain the same, four chapters.

One concern focused towards Mike- there is a problem when members drop off the renewal list, is there anything the chapters can do? Mike stated it is on SHRM's radar and will be discussed in June after the conference to see if there is a resolution to this issue. It is an issue for IT to work on and come up with a resolution.

Anne S. talk about transition plans for each committee and also a document to encompass planned events throughout the year that can be used to update social media and get the information out to the members.

Patty H. Working on storage documentation on the website that will be a cloud based program.

Committee Reports

Treasurer Report – Mary Hilcoske - Bank balance as of 1/31/15 is \$103,118.17. Will catch up on work upon my return from vacation on March 7.

Communications – Patty Hickok – Getting caught up on the Council Prospector due to the transition. She was able to get all of the articles together in a week and to the press. Thank you to everyone for all of your articles in record time.

Workforce Readiness – Ann Flister – Academic Decathlon was a success and had about half a dozen HR volunteers. They would also like assistance with the National Academic Decathlon that will be held in Anchorage, Alaska in 2016. Trying to schedule some walking tours (“Walk the Walk”) in conjunction with our Prisoner Re-Entry program and will have some dates to bring back to the group.

College Relations — Dr. Charla Brown – absent





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Diversity – Patricia Mitchell – Contacted EEO employees for subject matter experts and/or handouts available to provide at meetings. Also working on developing the structure of the blog that will be implemented later.

Legislative Affairs – Ben Krisher– Prepared the resolution passed at the February meeting and will be staying in contact with Gregory Fischer and offering support. He will be attending, along with Molly W. the SHRM Employment and Legislative Conference in a few weeks. SHRM has asked for members help in contacting our representatives in regards to the Ambush rule.

Membership – Patty Hickok – Preparing for what they will be doing for membership throughout the year, with the biggest push around August/September. This program has been extremely successful in the years past. She will be sharing the statistics about the state SHRM members. A reminder to have a personal conversation about the benefits about being a member, it makes a big difference.

Conference update - September 24/25 at the Hilton Hotel. We haven't done much outreach to the members yet and we already have 102 individuals registered. The conference has been approved for 14 HRCI/SHRM credits, and we have 17 exhibitors/sponsors! We have taken in about \$50,000 between registration and sponsors.

NHRMA Update- Planning on the conferences for the year and has a host for the 2016/1017 year.

SHRM Foundation – Dr. David Rambow – Nothing new to report.

Certification – Molly Webb – ASHRM had their celebratory dinner for individuals who received their PHR/SPHR. Also, ASHRM is forming a small committee to start planning on how to implement the new SHRM certification into the ECPN group.

Professional Development – Kim McKinley – Thank you to those filling in for me while I was on vacation. Nothing new to report.

Social Media – Melanie Sauafea – absent

Chapter Reports:

Juneau – Jeanna – absent





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Mat-Su – Russell Black – Had a board meeting and discussed the Transition Summit coming up with the Chambers of Commerce. They will be meeting all day Thursday. Also, discussed a telephone emergency contact list. They had two new members join.

Fairbanks – Sallie Stuvek – We had a planning session this year. They have planned out different courses throughout the year.

Anchorage – Patty Billingsley – Nothing new to report.

SHRM Report – Dianna Gould – absent- March SHRM Update:

March PW 2015 State Council SHRM Update:

1. **SHRM ANNUAL CONFERENCE VOLUNTEER LEADER DISCOUNT** – If you are planning on attending SHRM's annual conference this year, use your volunteer leader discount when you register. To receive the discounted rate for Volunteer Leaders, be sure to register by April 17, 2015. C [Registration online](#) is quick and easy! If you prefer, you may register by using the [paper registration form](#). **UPDATE:** VOLUNTEERS STILL NEEDED. Since the conference will be held in Nevada, they are opening up the opportunity to volunteer and reduce or eliminate your registration fee. Register at www.shrmvolunteers.com.
2. **SPEAKING OF THE SHRM ANNUAL CONFERENCE: WHAT IF MONEY WERE NO OBJECT TO ATTENDING THE SHRM ANNUAL CONFERENCE?** For the first time ever, the SHRM Foundation is funding scholarships to attend the SHRM Annual Conference & Exposition. These new awards will enable five HR professionals – SHRM members only -- who have been unable to experience this conference due to a lack of financial support to have the opportunity to attend. Application will be accepted March 2-16, 2015. Winners will be selected by April 15. To be eligible, applicants must be one of the following:
 - Employed full or part-time by:
 - an organization with fewer than 100 employees
 - a state, local or federal government
 - The U.S. military
 - Unemployed

In addition, all applicants must:

- Have a current SHRM membership as of March 16, 2015
- Not receive any organizational support or reimbursement to attend the conference

Not have attended the SHRM Annual Conference & Exposition in the past five years (prior to 2010). For more information or to apply, go to





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[http://www.shrm.org/about/foundation/scholarships/pages/shrm-foundation-annual-conference-and-exposition-scholarships.aspx?utm_source=030215%20SHRM%20Update%20\(1\)&utm_medium=email&utm_content=March%2002,%202015&spMailingID=22223016&spUserID=ODM1OTIzOTI1OTkS1&spJobID=520223361&spReportId=NTIwMjIzMzYxS0](http://www.shrm.org/about/foundation/scholarships/pages/shrm-foundation-annual-conference-and-exposition-scholarships.aspx?utm_source=030215%20SHRM%20Update%20(1)&utm_medium=email&utm_content=March%2002,%202015&spMailingID=22223016&spUserID=ODM1OTIzOTI1OTkS1&spJobID=520223361&spReportId=NTIwMjIzMzYxS0)

3. STATE COUNCIL/CHAPTER SHRM CERTIFICATION INCENTIVE

PROGRAM: State Councils will earn \$10 for every SHRM National member in the state who is SHRM certified on 31 December 2015. Chapters in good standing will earn \$20 for every SHRM National member who designates the chapter as his/her primary and who is SHRM certified on 31 December 2015. Incentive program will continue in 2016 as well. Payments will be made in Q1 2016 and Q1 2017. State Councils and Chapters will be able to see the progress in the state and at the chapter level on the SHRM Membership report. The report is being revised and will be distributed by early April. The process for communicating the names of the individuals who have obtained their SHRM-CP & SHRM-SCP for recognition by states and chapters is still being finalized. **Great Idea: Get as many eligible individuals to take the 3 step pathway and/or take the SHRM certification exam (May 1-July 15 or Dec 1-Dec 31) during 2015. The year-end number will be added to the year-end 2016 payment. Example: A chapter has 100 SHRM national members obtain their SHRM-CP/SHRM-SCP in 2015, who have designated that chapter as their primary chapter. The chapter would receive \$2,000 (100 x \$20) as the incentive payment in Q1 2016. In 2016, they had 75 SHRM national members obtain either their SHRM-SCP or SHRM-CP. The chapter would receive credit for 100 (# of SHRM members who obtained their SHRM certification in 2015) +75 (# of SHRM members who received their certification in 2016) = 175 x \$20 = \$3,500 payment payable Q1 2017.**

4. **2015 VOLUNTEER LEADER SUMMIT (VLS):** Doing budget planning for 2015? The dates for the 2015 VLS will be Nov. 19-21, 2015. The attendees from the Pacific West region have to travel on Wednesday, Nov. 18 in order to arrive for the opening session on Thursday. Please take that into consideration when planning your trip. Registration and housing (# of days covered varies depending if you are a 100% chapter or not) will be provided to 2016 State Council Directors and State Council Director-Elects, 2016 Chapter Presidents and or President-Elect, 2016 State Council Membership Director, 2016 State Council Certification Directors, 2016 Chapter Management Professionals and 2016 State Council District Directors. Airfare, transportation, meals, (several meals provided during conference) will be the responsibility of the individual attendee. Best practice is state council and chapters pay expenses for these individuals to attend. Please budget accordingly. If one of the eligible individuals are unable to attend due to work or personal conflicts and there is





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- another board member available to attend, please notify Dianna. Most likely we can get an exception for that person to attend. The goal is to have representation from all state councils and all chapters and we will work together to help make this happen.
5. **STUDENT MEMBERSHIP:** Reminder that there is a wonderful student membership benefit where graduating SHRM student members may upgrade to SHRM professional membership at a special discounted rate of \$80 (regularly \$190) for two consecutive years (<http://www.shrm.org/Communities/StudentPrograms/pages/conversion.aspx>). That is a savings of \$220 over two years for the new professional. Many students forget about this benefit so if you have any opportunity for interaction with a student chapter, please be sure to mention it.
 6. **IF YOU RECERT, THEY WILL COME:** Your members worked hard for their SHRM Certification, now they need recertification credits. Join us on March 26 at 4p.m. ET for the [Certification CLA webcast](#) as we look at “Planning for SHRM Recertification Credits at Your Conference or Seminar.” We will discuss how preferred providers can submit multiple sessions and the different ways to get activity IDs for these. We will actually take you through the process step by step. We will talk about the tools and materials available to help you market your sessions.

ADDITIONAL DIRECTOR REPORT – Mike Letizia, MAC representative, 5 regions within the US and the state councils flow into the regions, bringing volunteer concerns and issues directly to the SHRM Board of Directors. He also provides information from the State Councils to the SHRM BoD and answers questions from the State Councils. He is available for any and all questions. The MAC’s will be sending out surveys in the next 30-45 days to the State Councils.

Adjournment:

The meeting was adjourned at 12:58 pm.

Prepared by:

Molly Webb/Certification Director

