



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on April 7, 2015.

<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
Russell Black, PHR	Mat-Su Chapter President	Present
Jeanna Wittwer	Juneau Chapter President	Present
Sallie Stuvek, SPHR	Fairbanks Chapter President	Present
Patricia Miller, PHR	Diversity Director	Present
Dr. Charla Brown	College Relations Director	Present
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	Present
Dr. David Rambow, SPHR	SHRM Foundation	Present
Patty Hickok, SPHR, GPHR	Membership Director	Present
Kim McKinley, SPHR	Professional Development Director	Present
Molly Webb, PHR	Certification Director	Present
Dianna Gould, CAE	Pacific West Regional Director	Absent
Mike Letizia	MAC Representative	Present

Call to Order:

Nancy Miller, ASSC Director, called the meeting to order at 12:03 PM.

Meeting Minutes Approval

Ann Flister moved to approve the March meeting minutes; seconded by Dave Rambow. MOTION passed unanimously.

Director's Report: Nancy Miller – **State Conference update** – had a committee meeting; everything going well. All sponsors are filled and are close to filling our exhibitors. Have 131 registered, including the committee and students attending. Nancy has been working on volunteer slots. About the end of July, beginning of August, she will be sending the Board an email to ask everyone to pick up at least one volunteer slot. The Board will get first choice before sending out to the general memberships. Sessions are already online if you want to be a Session Manager. Will need people for registration table, book sales, etc.





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Bylaws Review – Needed per SHAPE once per year. Updates: Page 2, certification director role updated and added social media director. Page 4, Section 5.11, Presiding member – added at end “if the past director is not present to preside.” Page 5, the previous version mentions NHRMA but it did not define it, so we defined what NHRMA stands for. Page 6, changed HRCI to Certification Director and added the SHRM Certifications as well as the HRCI human-resource related certifications.

Ann Flister: minor formatting changes. Section 5 – top of page 3, workforce readiness advocate needs to be changed to director. Pages 5 and 6, list of responsibilities – is this intended to be the complete list that matches the pages before? If so, Diversity, College Relations and Workforce Readiness Director are missing. Section 5.2, page 2, subparagraph is numbered a, but there’s no b or c, so “a” could be eliminated. Section 5.5, subparagraph no. 1 can be eliminated.

Budget Review – Operating Budget – added D&O Insurance budget at \$1,000. Under Expenses, estimated 2015 State Conference receipts at \$20,000, which is low. Last year, we made \$46,000. We did receive \$4,750 from NHRMA for hosting the NHRMA HR Academy. Next year, want to project income from SHRM for members achieving certification in 2015. Sallie moved to approve as presented; seconded by Patricia Mitchell. Motion passed unanimously.

MAC Report – Mike Letizia is attending the California State Conference starting tomorrow. Wanted to congratulate us on our Platinum status – job well done! Many have replied to the survey. Will be meeting with Alissa and the SHRM staff to review results the first week of May, so we have until April 17 to complete the survey.

Nancy thanked all for a job well done in achieving the Platinum Award.

Committee Reports:

Treasurer Report – Mary Hilcoske - Bank balance as of 3/31/15 was \$107,459.42. All invoices received have been paid.

Communications – Patty Hickok – First newsletter is going out soon. We are encouraged to submit photographs for the next *Council Prospector*. Next deadline is May 1. Melanie has had to step down due to many other obligations, including working on a Master’s Degree.

Workforce Readiness – Ann Flister– Regarding Prisoner Reentry – Cathleen McLaughlin, Partners Reentry Center Director – Friday morning, May 15th is the tentative date for the walking tour for SHRM members who would like to participate and familiarize employers with the process that folks go through when exiting from the correction system and trying to get





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back on their feet in the job market. It would be approximately from 8:30-11:30 AM. She could perhaps expedite it and have it end at 11. Nancy would like to attend, along with Ann. Can handle up to 12-15 per tour. Ann and Nancy will chat after the meeting, then get an email out with the details. Participants can also bring along clothing or other donations when they show up for the tour.

Also talking with Russell about the Transition summit coming up in July. It's a 3-day event with workshops. The last day is the job fair for the veterans. More details to come.

College Relations — Dr. Charla Brown – Did a 1-on-1 follow-up with Dianna Gould, who gave her a lot of helpful information. April 15 is the deadline for award to be submitted. There is a July deadline for scholarship applications. The student director in Fairbanks will need to be contacted about these things. Will be working over the next few months on UAA and the Alaska Business College. Dr. Rambow had spoken to the head of the business department last year at Mat-Su, but the faculty support was not there. He suggests that HR professionals are going to need to get involved where there is not faculty support. ASHRM's new college relations director Julie Drinen can assist with other student chapters.

Diversity – Patricia Mitchell – Continues to research diversity topics of interest for social media, including items in the news. Hopes to have some information available within the next week or two. Part of the goal is to have information available at the meetings which can scroll on the screen, as they do at ASHRM. Will be calling the other chapter presidents with the week to schedule a conference call to see how we can include diversity at their meetings.

Legislative Affairs – Ben Krisher – Attended the Legislative conference last month. A great Alaska delegation attended. Hot topics include the FLSA regulations, the NLRB union election rules, immigration and the ACA Full-time 40 hours act. FLSA regulations are still pending, but we should see them soon. The NLRB rule – Senator Murkowski was the only Republican in the Senate to vote against that resolution to be consistent with her earlier vote. Immigration – E-verify form – some growing support. ACA Full-time 40 hours act – all of our delegation supports this. Received a list of 25 HR professionals on the A team in Alaska at the conference. He would like to increase this by at least 10 members by the end of the year. If you know of anyone interested, let Ben know and he will reach out to them.

Membership – Patty Hickok – Nothing different than what was reported last month. Nancy: received SuperStar status for membership for 2014. Congratulations to Patty.

SHRM Foundation – Dr. Rambow – Analyzing the State conference agenda and seeing where Foundation activities can be interjected into the conference. The winner of the Amazon gift card is Patricia Mitchell. Thanks everyone for their contribution.





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Certification – Molly Webb – April 22nd, 12-1 PM, is the certification webinar by Dianna Gould. If you missed the meeting in February, you can attend this. Dianna sent it to our at-large members because it's different than our typical webinars. It also introduces our at-large members to the state council, who the members are and who the different chapters are in the state. Borrowed the idea from Montana.

Professional Development - Kim – Finishing up the 2015 webinars. Is working on October; all others are already planned.

Chapter Reports:

Juneau – Jeanna Wittwer – Board meeting was last week; starting to work on planning chapter meetings for all the members in May. Our by-laws are ready for submittal. One big chapter meeting is once per year. At the moment, it looks like all the board members will be coming back.

Mat-Su – Russell Black – Will have more on the Transition Summit next week.

Fairbanks – Sallie Stuvek – Had Board meeting yesterday and looked at by-laws; will have some edits to submit. Have two more meetings in April and May; in June they will do a membership drive, buying lunch for non-SHRM members. Will help support and offset their initial fees to SHRM up to 10 people. They hope to get greater participation and increase their numbers. Will take the summer off and begin meeting again in August. Making progress and working hard.

Anchorage – Patty Billingsley – Have a new College Relations Director Julie Drinnen. New Diversity Director May Main. Planning May 6 Spring Networking Event – wine tasting event at Aviation Museum. Submitted by-laws to SHRM, have been signed and approved and sent back, hoping to get a vote at next luncheon.

SHRM Report – Dianna Gould – (absent) – see attached Power Point presentation. Nancy: Have until April 17 to register for national SHRM conference to receive volunteer discount. November 19-21 is the Leadership Summit in D.C. There are some SHRM Foundation scholarships coming up on July 15.

Director-Elect – Anne Sakumoto – Strength Deployment Inventory – if you would like to take this, she will run it for you and give you the outcome. It addresses how we handle things when things go well as well as when they don't go well. It helps to understand how others communicate as well. Nancy: This has been done in past years at our Strategic Planning Meeting; it's a great way to learn how to interact and communicate with your team members.





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Adjournment:

The meeting was adjourned at 1:02 pm.

Prepared by:

Mary Hilcoske/Secretary

