



# ALASKA SHRM STATE COUNCIL



## Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on June 2, 2015.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Nancy Miller, SPHR	Director	Present
Patty Hickok, SPHR, GPHR	Past-Director	Absent
Anne Sakumoto, PHR	Director-Elect	Present
Patty Billingsley, SPHR	Anchorage Chapter President	Present
Russell Black, PHR	Mat-Su Chapter President	Absent
Jeanna Wittwer	Juneau Chapter President	Present
Sallie Stuvek, SPHR	Fairbanks 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	Absent
Ann Flister, SPHR	Workforce Readiness Director	Absent
Mary Hilcoske, CLM, SPHR	Secretary/Treasurer	Present
Dr. David Rambow, SPHR	SHRM Foundation	Present
Patty Hickok, SPHR, GPHR	Membership Director	Absent
Kim McKinley, SPHR	Professional Development Director	Absent
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 12:01 PM.

### Meeting Minutes Approval

Patty Billingsley moved to approve the May meeting minutes; seconded by Patricia Mitchell. MOTION passed unanimously. Patricia – changed from Miller to Mitchell with SPHR.

**MAC Representative Mike Letizia Report** – All the survey information has been received. Will be bringing several key points to the Board of Directors in Las Vegas later this month. One topic is the goal of reducing the administrative functionality burden on chapter leaders and allowing chapter leaders to focus more on developing relationships and less time having to track spreadsheets, etc. SHRM is going to be making some significant changes to the website by the end of the year. They are focused on the ease of use, more user-friendly website and will help in optimizing the search engine. If there are specific issues to our region or state that we think SHRM should be aware of, please don't hesitate to send him this information which he will take





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to the Board. Your insight, concerns and specific information is critical for the Board. The issue regarding dropped members at renewal is being addressed.

**Update on State Conference** – Early Bird rate ended on May 15. Have a total of 224 attendees registered thus far. All but 7% of fees have been collected.

**SHRM letter sign-on re repeal of anticipated excise tax on high value, employer-sponsored health coverage** – Ben Krisher – The letter outlines SHRM's concerns with the excise tax. 33% of respondents would be hit with the tax. Letter urges repeal of the tax from the ACA. Looking for support from our state council. Each Chapter could also vote and sign on. MOTION made by Molly Webb to support the letter; seconded by Patty Billingsley. PASSED unanimously.

**Review investment options for State Council funds** – Mary Hilcoske - Mary reported on an email received from Denette Romano of Wells Fargo Advisors which she and Nancy received following their meeting with her in early November 2014. A copy of this email had been forwarded to all members of the Board prior to the June 2, 2015 meeting. It related to the investments she has been handling for ASHRM, showing that \$12,489 of ASHRM funds had been invested since 2009, with an average annual rate of return since then of 8.3%. The lowest year's return was 2.26% in 2011 and the highest was 21.12% in 2012. The 2014 return was 8.66%. The portfolio in November was valued at \$19,030, which was a gain of \$6,541 over approximately six years. As Denette states in her email, the funds are invested in Preferred Securities (fixed income) and a balanced mutual fund, John Hancock Balanced Fund. The goal is conservative growth and income. The allocation is currently 66% in fixed income and 36% in stocks (equities).

Mary noted that the Alaska SHRM State Council received approximately \$46,000 in profit from the May 2014 state conference, leaving a bank balance of approximately \$75,000 last year after all 2014 conference expenses had been paid, and prior to receipt of any new monies for the 2015 conference. The Council's 2015 conference budgeted costs approximately \$50,000. Mary recommends that the Council consider placing \$25,000 with Wells Fargo Advisors in the same investments that ASHRM's funds have been invested. Dr. Rambow MOVED to go forward with the investment; Anne Sakumoto seconded. PASSED unanimously.

### **Committee Reports:**

**Treasurer Report** – Mary Hilcoske - Bank balance as of 5/31/15 was \$134,199.97, with an additional \$21,700 arriving in May for conference fees. All invoices received have been paid.

**Communications/Social Media** – Patty Hickok – Absent -





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**Workforce Readiness** – Ann Flister – Absent – Report sent: Reentry walk occurred on 5/15 – 15 on the tour, Department of Labor Deputy Commissioner included. Photos are on our Facebook page. We met a lot of people who are very passionate about what they do. May do it again in September, the day after the conference ends. Also met with Russell of the Mat-Su chapter and Ann Kjara, the Workforce Readiness Director of ASHRM. Will have a table at the July Transition Summit. Ann met with the planning committee of the Veteran's Job Fair coming up this fall.

**College Relations** — Dr. Charla Brown – Absent

**Diversity** – Patricia Mitchell – Hopes everyone has had the opportunity to look at the Diversity Nuggets on the website for last month. She has also researched a website available for use for course materials, training, etc. for staff. She is open to feedback as everyone reads the material. If anyone has any special requests, please let her know.

**Legislative Affairs** – Ben Krisher – We will probably have another SHRM letter to support regarding overtime regulations once they are issued. SHRM is also looking for feedback on wellness and Workforce Opportunity Act from any HR practitioner who has direct experience with these. Is looking at scheduling a visit with Senator Sullivan's office for an upcoming recess and he will then send out a notice to the Board.

**Membership** – Patty Hickok – Absent – Report sent: We requested the state membership list from SHRM and they indicated that they will no longer provide us with the member emails, as they have done in the past. This will have a big and negative impact to the annual membership drive that is conducted via email. For those of you that are new, each year we reach out to the at-large members, those not associated with a chapter that live within a chapter area. They are sent the Chapter Designation Form electronically and the results are outstanding. We get lots of them back that way. However, it appears we will no longer have that capability. We can continue the snail mail campaign (assuming we can still get their mailing info), but we only got about 1% of total forms that way (even by enclosing a self-addressed stamped envelope) – the costs may outweigh the benefits!

If anyone has any ideas on how to reach to the at-large in a different way, please let Patty know.

**SHRM Foundation** – Dr. Rambow – An e-blast was sent on 5/27 giving important dates for SHRM Foundation scholarships and awards. These are good opportunities for recognition and scholarships for those working toward their certification. Regarding the state conference, he is presenting at the conference and will also look at a fundraiser scavenger hunt to raise money for the SHRM Foundation. He will also have materials at a table related to the SHRM Foundation.





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**Certification** – Molly Webb – Has another webinar scheduled for Thursday, August 6. In July, SHRM will be issuing their SHRM learning system champions for chapters promoting SHRM certification to its members.

**Professional Development** – Kim McKinley – Absent

### Chapter Reports:

**Juneau** – Jeanna Wittwer– Chapter is on summer break, so not much to report. Will start again in September.

**Mat-Su** – Russell Black – Absent

**Fairbanks** – Sallie Stuvek – We are having a membership drive on Thursday. Board will meet in August and will start having lunches again in September. She will be here for the State Conference.

**Anchorage** – Patty Billingsley – Had networking event – 75 in attendance, went very well. We do have a new Secretary; some members left; looking for a SHRM Foundation Director; will have a co-director who will be the Program Director in 2016.

**SHRM Report** – Dianna Gould – Absent - June SHRM update below:

### ***June PW Region SHRM Update***

1. **Time Sensitive Advocacy Request:** Dear SHRM Chapter Presidents, State Council Directors and Legislative Directors, We need your help! SHRM is leading a sign-on letter opportunity below, urging the U.S. House of Representatives to repeal the anticipated excise tax on high value, employer-sponsored health coverage. **To generate additional support and awareness of this important issue, SHRM has drafted a letter to be sent to House Leadership. Our goal is to garner a majority of SHRM Chapter and Council signatures on this letter to illustrate the breadth and depth of this issue to HR professionals across the United States.** Click [HERE](#) to read and sign-on to the SHRM Chapter and Council letter.

***Your response is needed by Wednesday, June 17.***

2. **Attending SHRM Annual Conference:** Are you planning to join us in Las Vegas for this year's SHRM Annual Conference & Exposition? If so, please SAVE THE DATE for the Volunteer Leader Briefing, taking place on Sunday, June 28th, from 11:00am – 12:30pm at the Venetian Hotel. All SHRM volunteers are invited to attend.





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Speaking of volunteer leaders and the SHRM Annual Conference in Las Vegas - the Volunteer Leader lounge will be open Monday & Tuesday (June 29-30) from 7:30-4:00pm in the Las Vegas Convention Center – Room N-253. Come in for a snack, check your emails, and meet new friends.

3. **SHRM Certification Update:** More than **44,000** SHRM members have taken the pathway since Jan. 5, 2015. Thank you for all your help in continuing to educate the chapter members and getting the word out. **New link** available on ideas on how to promote the new SHRM Certification. [Click here](#)
4. **SHRM Foundation Update**
  - a. The Thought Leadership report #2 is available. [Click here](#) to download
  - b. \$20,000 in scholarships available to State Councils, Chapters and individual SHRM members in the PW region. The **Application deadline to apply is July 15, 2015.** Don't delay, apply today!
  - c. SHRM Certification credit for using SHRM Foundation DVDs in a chapter program – SHRM Foundation DVDs will be approved for one hour of Professional Development Credit (PDC) when used as part of a 1-hour educational session with the companion materials provided on the SHRM Foundation website. When using the DVDs in a program, the chapter should apply for their own program ID. The Foundation does not supply the program ID for either SHRM or HRCI recertification credit.  
<http://www.shrm.org/about/foundation/products/pages/shrmfoundationdvds.aspx>
  - d.
5. **Save the Dates:** As you review your 2015 state council/chapter budget and plan for 2016, here are some dates to keep in mind:
  - a. November 19-21, 2015 - Volunteer Leader Summit (VLS) in WA D.C. (Complimentary registration and hotel room from 2-3 nights for select volunteer leaders). Look for information for registration site no later than mid-August
  - b. December 1, 2015 – State Council & Chapter Leader Information forms due
  - c. December 31, 2015 – Last date SHRM Foundation donations accepted for 2015 SHAPE requirements
  - d. January 31, 2016 – State Council & Chapter SHAPES due
  - e. Feb 5-6, 2016 Regional Council Business Meeting in Dallas, TX for 2016 State Council Directors and State Council Director-Elects
  - f. March 14-16, 2016 – SHRM Employment Law & Legislative Conference (Complimentary registration and hotel room for 2-3 nights for State Council Legislative Directors. We would love representation from all 50 states and our U.S. Territories!!!
  - g. June 19-22, 2016 - SHRM Annual Conference in WA D.C.
  - h. And for those SUPER planners: 2017 SHRM Annual Conference: New Orleans, LA, 2018 SHRM Annual Conference: Chicago, IL
6. **2015 Volunteer Leader Event Calendar** - [Click here](#) and select the word document right below the calendar icon on the right hand side of the landing page. It is a great place to go and get the dates and information about Core Leadership Area (CLA) webinars and conference calls.





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**Adjournment:**

The meeting was adjourned at 12:49 pm.

**Prepared by:**

Mary Hilcoske/Secretary

