



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on July 7, 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
Marianne Guffey for Sallie Stuvek, SPHR	Fairbanks Chapter President	Present
Patricia Mitchell, SPHR	Diversity Director	Present
Dr. Charla Brown	College Relations Director	Present
Ben Krisher, PHR	Legislative Affairs Director	Present
Patty Hickok, SPHR, GPHR	Communications Director	Absent
Ann Flister, SPHR	Workforce Readiness Director	Present
Mary Hilcoske, CLM, SPHR	Secretary/Treasurer	Absent
Dr. David Rambow, SPHR	SHRM Foundation	Absent
Patty Hickok, SPHR, GPHR	Membership Director	Absent
Kim McKinley, SPHR	Professional Development Director	Absent
Molly Webb, PHR	Certification Director	Absent
Dianna Gould, CAE	Pacific West Regional Director	Present
Mike Letizia	MAC representative	Present

Call to Order:

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

Meeting Minutes Approval

Ann Flister moved to approve the June meeting minutes; seconded by Anne Sakumoto.

Correction to be made to the Workforce Readiness report: Change District Deputy to Deputy Commissioner. MOTION passed unanimously.

MAC Representative Mike Letizia Report – Mike thanked everyone for their participation in the latest survey. The MAC reps brought several issues to their meeting with the SHRM BOD at the annual conference in Las Vegas. They wish to shift the focus to the value of belonging to the organization. They want to be more proactive in member relations. They wish to work on the TV ads. They want to focus on bringing more value to belonging to a local chapter. They support





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a member driven organization. Move to a more strategic format, assist with leadership. Move away from transactional. More contact with local chapters. Field service representatives provide more support to local chapters in addition to state councils. Move away from current SHAPE, to a more business oriented structure, business goals, business oriented. Communication and strategy focus on membership. Why it is important to membership, make an emotional connection, increase engagement. Full support of SHRM certification. Stand alone competency model to build career paths. Met with SHRM Foundation as well. Goals set by Director Brian Silva.

Update on State Conference – The conference is almost sold out. Exhibitors sold out. Attendees will probably sell out by the end of the month. The conference committee has a meeting this week. Nancy added that the VolunteerSpot request for volunteers to work the conference will go out later this month. She pointed out that this is a State Council event and is our main income generator for the year. She would like each Board member to pick up at least one volunteer spot for the event. The volunteer request will go out to the Board members before the general membership so they will get the first opportunity to pick their volunteer timeslots.

Committee Reports:

Treasurer Report – Mary Hilcoske – Absent – out of town. Mary will have the July bank statement reconciliation for us at the August meeting. The \$25,000 has been moved to Wells Fargo Advisors. Mary thinks it is a good idea for the treasurer to report on the status of our account every quarter and will plan on doing that for the duration of her tenure.

Communications/Social Media – Patty Hickok – The deadline for newsletter article for the next Council Prospector is Friday, July 10.

Workforce Readiness – Ann Flister – The military Transition Summit is being held July 22 – 23. They still need volunteers, no training required. They still need volunteers for the registration table and “human arrows”. The planning meetings have begun for the November Veterans Job Fair. The next meeting is scheduled later this month. BP will again be providing resume critiques and provide hospitality snacks for participants. The State Council will again hold workshops on “How to Work a Job Fair” but our volunteer commitments and workshops will be for only the day of the event; there will be no advance workshops this year. We are having a sock and underwear drive for the Prisoner Re-Entry Center as part of the State Conference.

College Relations — Dr. Charla Brown – Congratulations to the WBU student chapter for earning the SHRM Outstanding Student Chapter award for 2014 – 2015. Schools let out in May, no other reports at this time.





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Diversity – Patricia Mitchell – Sent Nancy the Diversity Nuggets for the months of July and August. They cover the impact and prevention of retaliation in the workplace. These Diversity Nuggets have been appearing weekly on the State Council Facebook page.

Legislative Affairs – Ben Krisher – All 50 State Councils signed the ACA excise tax letters. SHRM is still collecting your stories regarding this subject through the Advocacy site. As you probably already heard, the federal OT regulation proposal was passed last week. It is not as extensive as expected but there are still some big changes. Ben had sent the Board an email on this. SHRM is working on a response and welcomes your input. Back in February, both the State Council and ASHRM passed resolutions supporting the proposed Alaska wage and hour change presented by Gregory Fisher. Ben plans to send out the information to the other chapter presidents to have them vote on a resolution as well. He will be happy to call in to any board meetings if they wish for him to present more information.

Membership – Patty Hickok – No report

SHRM Foundation – Dr. Rambow – Absent – He has the SHRM Foundation sending materials for the State Conference in September. He will submit an article to Patty Hickok for the Prospector. The article is on the WBU Anchorage Campus SHRM Student Chapter 2014 – 2015 selection as an Outstanding Student Chapter. Nancy reported that she will be meeting with Dr. Rambow soon to discuss the SHRM Foundation fund raising event for this year's State Conference.

Certification – Molly Webb – The second SHRM Certification and State Council webinar is scheduled for August 6.

Professional Development - Kim McKinley – No report

Chapter Reports:

Juneau – Jeanna Wittwer – They are currently on their summer break. Their next board meeting will be held in late August or early September.

Mat-Su – Russell Black – Absent - No report

Fairbanks – Marianne Guffey for Sallie Stuvek – On summer break as well. Their next board meeting will be held in August. They sent in their support to SHRM for the excise tax agenda.

Anchorage – Patty Billingsley – Patty is pleased to announce that ASHRM was among the top 25 SHRM Foundation chapter contributors. The announcement was made at the SHRM Foundation





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luncheon at the annual SHRM conference. ASHRM is planning their fall networking event. It is scheduled for September 16 at the Petroleum Club. They will be holding their main SHRM Foundation fund raising drive at that time. They are working on their first SHRM Certification study group this fall starting September 1. They plan to introduce Charter College to WBU to start working on putting together a new student chapter.

SHRM Update – Dianna Gould

July PW Region SHRM Update

1. **TIME SENSITIVE:** NEW OVERTIME REGULATIONS WEBINAR: SHRM OVERTIME REGULATIONS WEBCAST: Register now! SHRM will be hosting an upcoming [webcast](#) on the Department of Labor overtime regulations and what they mean for HR.

Event details:

Date: Thursday, July 9, 2015

Time: 12:00 pm ET

Register [HERE](#). Stay tuned. SHRM will be leading a comprehensive approach to engage our members on this critical issue for the profession. *Questions?* Please email all inquiries to ATeam@shrm.org.

2. **TIME SENSITIVE:** SHRM Foundation Update: \$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! ([Click here](#))
3. **SHRM 2015 ANNUAL CONFERENCE:** We hit a new attendance goal at the 2015 SHRM Annual Conference in Las Vegas of 15,265 attendees. Thanks to all of you who attended from your states and chapters! Go to www.shrm.org/conferences/ondemand/pages/default.aspx and learn how you can bring the Las Vegas conference to you – virtually.
4. **SHRM 2016 ANNUAL CONFERENCE:** 2016's SHRM Annual Conference will be held June 19-22, 2016 in WA D.C. Registration is open now at <http://annual.shrm.org>. Register now for the best rate that will be offered at \$995. **TIME SENSITIVE:** Rate available only until July 31, 2016
5. **SPEAKING OF CONFERENCES:** As you are developing your 2016 State Council slate of officers and budget be sure to include budget for your 2016 State Council Legislative Director to attend the SHRM Employment Law and Legislative Conference in WA D.C. March 14-16. Please note that complimentary registration and hotel are provided for each State Council Legislative Director (airfare, transportation costs and miscellaneous expenses are not included). [Click here](#) for more information.
6. **SHRM Certification Update:** More than **49,000** 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](#)





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- 7. MEMBERSHIP MARKETING TIP:** USE SHRM'S BRAND TO YOUR ADVANTAGE. Would you be part of a great brand like McDonalds but not use the Golden Arches for your store? Capitalize on SHRM's Brand – As a SHRM chapter, you can benefit from SHRM's exposure in the HR market to better capture the attention of local HR professionals. If you aren't already, write about the chapter's affiliation with the Society for Human Resource Management (SHRM) on your "about" or membership webpages to help increase your organic search result standings. Help validate your chapter's value based on the affiliation with a known reliable organization. SHRM gets more than 2 million web visits each month, mostly from people looking for SHRM, so take advantage and put the brand to work for you today!

Director's Report: Nancy Miller – Nancy will be scheduling meetings with board members in August to follow up on this year's progress and initiatives.

Adjournment:

The meeting was adjourned at 12:51 pm.

Prepared by:

Nancy Miller / Ann Flister

